

Kent County Council

Job Description: *Frontend Developer*

Directorate:	Strategy and Corporate Services
Unit/Section:	Marketing and Resident Experience (DCED)
Grade:	KR10
Responsible to:	Digital Production Manager

Purpose of the Job:

To create excellent digital experiences, adopting a user-focused approach. To build and manage web developments produced by the council's Marketing and Resident Experience team: from scoping and design through to deployment and evaluation. To assist with day-to-day configuration, templating and front-end CMS development. To support and provide expert advice to non-technical colleagues and content designers. All work on the site must comply with relevant accessibility regulations, UX principles and coding standards.

Main duties and responsibilities:

- Develop front-end and CMS-based solutions to meet user needs and business requirements, advising on technical approaches, feasibility, risks and timescales, as required.
- Develop, test, deploy, document and maintain front-end codebases, CMS templates, reusable components and integrations for websites managed by the Marketing and Resident Experience Team resulting in tangible benefits for site performance, usability, accessibility, security and information governance.
- Develop and maintain effective working relationships with key internal and external service providers and specialists, including CMS, hosting, and related suppliers, and work collaboratively with other MRX functions and KCC specialists (for example, design, content, brand, marketing and ICT)
- Support the Senior Frontend Developer to promote collaboration, learning, and knowledge-sharing within the front-end development function, for example through code reviews, pair programming, training and development meetings.
- Research and evaluate new methodologies and technologies that improve the quality, reliability and performance of front-end development systems and processes
- Support the Senior Frontend Developer in establishing technical standards, workflows, operational practices and policies for the corporate website platform, CMS and associated websites managed by MRX, ensuring that they are applied effectively and consistently to all MRX web developments.
- Support the testing of website designs, components, integrations and front-end developments, including checks for accessibility compliance and cross-browser compatibility
- The role may require occasional out of hours work and annual leave will need to be co-ordinated with the Senior Frontend Developer to ensure frontend development cover is available

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: Frontend Developer

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	Professional / degree level qualification (or equivalent) in an appropriate field
EXPERIENCE	<ul style="list-style-type: none">• Proven experience of accessible, responsive website development.• Experience in using vanilla JavaScript, TypeScript and React.• Experience of working with content management systems, build tools, APIs, and related website technologies.• Experience in using standards and specifications (including WCAG 2.1) to design, create, test and document website developments.• Confident in using version control systems such as git.
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Strong front-end development skills, especially with HTML, CSS and JavaScript.• Ability to produce well-tested, production-quality code and to carry out browser compatibility, accessibility and performance testing.• Ability to work accurately at pace and under pressure to meet deadlines and flexibility to adjust course when required.• Ability to work in a Mac environment and to work on multiple projects concurrently.
KNOWLEDGE	<ul style="list-style-type: none">• Knowledge of compliance policies, standards, practices, techniques and security best practice for front-end websites.• Understanding of data protection and information governance principles and their application to web development practices.
BEHAVIOURS AND KENT VALUES	Kent Values: <ul style="list-style-type: none">• We are brave. We do the right thing, we accept and offer challenge• We are curious to innovate and improve• We are compassionate, understanding and respectful to all• We are strong together by sharing knowledge• We are all responsible for the difference we make

Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows

Whole Council

- Seek to improve the lives of all residents in Kent and the economy of Kent
- Act as corporate parent to the Council's Looked After Children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code)
- Advise elected Members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies

Embedding Commissioning and Engaging Relevant Markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance
- Deliver to agreed budget and income targets