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**

Job Purpose

To create excellent customer experiences for the council's online users, adopting a customer 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.

Accountabilities

1. Develop front-end and CMS-based solutions to meet user needs and business requirements, advising on technical approaches, feasibility, risks and timescales, as required.

2. 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.

3. 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)

4. 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.

5. Research and evaluate new methodologies and technologies that improve the quality, reliability and performance of front-end development systems and processes

6. 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.

7. Support the testing of website designs, components, integrations and front-end developments, including checks for accessibility compliance and cross-browser compatibility

8. 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 their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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	• Proven experience of web site development, working either at an agency or within an in-house team • Building and testing responsive web user interfaces that meet W3C WCAG 2.1 accessibility standards and put user needs first. • Experience of working with website content management systems, APIs and related website technologies • Experience using agreed standards and specifications to design, create, test and document website developments
Skills and Abilities	• Very good front-end development skills especially with HTML 5, CSS 3, JavaScript (vanilla JavaScript, ES6 & TypeScript), Sass, git, build tools (such as gulp, Webpack and npm). Good working knowledge of React. Good working knowledge of working with Linux servers, nginx, CDNs, cloud hosted resources and DNS. • Ability to work to a test-driven development methodology, testing code across different browsers, for accessibility and performance and to determine issues affecting the performance of a website. • Ability to work accurately at pace and under pressure to meet deadlines and flexibility to adjust course when required. • Ability to work in both a PC and Apple environment and to work on multiple projects concurrently.
Knowledge	• Excellent practical knowledge of front-end website security best practices compliance policies, standards, practices and techniques. • Very good understanding of Object-Oriented Programming (OOP). • Understanding of data protection and information governance principles and their application to web development practices.
Behaviours and Kent Values	**Kent Values:** • 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

	Our values enable us to build a culture that is: **Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile **Curious** - constantly learning and evolving **Compassionate and Inclusive** - compassionate, understanding and respectful to all **Working Together** - building and delivering for the best interests of Kent **Empowering -** Our people take accountability for their decisions and actions **Externally Focused** - Residents, families and communities at the heart of decision making