

**Job Description: Software Developer – Innovation Lab Wales**

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| **College/School:** | Faculty of Humanities and Social Sciences |
| **Department/Subject:** | Software Developer |
| **Salary:** | £38,205 - £44,263 together with USS Pension benefits if required. |
| **Hours of work:** | 35 hours per week, however applications for part-time work will be considered. |
| **Contract:** | This fixed term post has been funded by RWIF until 30 December 2025 |
| **Location:** | This position will be based at the Singleton Campus |

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| **Introduction** | Within the Faculty of Humanities and Social Sciences, the Innovation Lab Wales initiative, seeks to appoint a Software Developer who will manage and contribute to software projects for the Lab alongside another Developer who is already in post.  The Lab supports the development and testing of software in a variety of areas such as social impact technology, legal technology, and work concerning cyber threats. The software projects will be at the heart of enabling the Lab to provide diverse approaches to solving problems, making the work incredibly varied in conjunction with a broad range of people. Current and to-be-developed projects at the Lab are based on research, proposals, and the requirements of academics, practicing lawyers, NGOs, charities, and other providers working in collaboration with the Lab.  The objective of the software development team is to deliver rapid requirement specification and software prototyping, which will serve as proof-of-concepts for further project proposals or development schemes.  **The Exciting Opportunities of this Role**  The team have creative opportunities to shape project proposals and to develop prototypes. In the role, the postholder will be encouraged to:   * Understand the interests, issues, problems, and goals of the community in terms of how they work with information and processes as well as of the clients they serve. * Support the technical design, specification and development of the application architecture for prototypes, considering aspects such as functionality, usability, data, integration, infrastructure, security, reliability, resilience and performance. * Work with the team to explore novel and productive approaches to data extraction, analysis, and visualisation. * Produce proof of concepts that can be used to rapidly assess the value of potential technologies.   **Benefits**   * Opportunities for on the job learning. * Flexible working. * 35 hours a week and 31 days annual leave. * Brand new office facilities, with standing desks, ultrawide monitor setups and collaborative spaces. * Fantastic University pension. * Personal mentor. * More [benefits here.](https://www.swansea.ac.uk/jobs-at-swansea/working-at-swansea-university/) |
| **Background information** | The Innovation Lab Wales sits within the Faculty of Humanities and Social Sciences at Swansea University. Previously the Legal Innovation Lab, the new Innovation Lab spans broader than its existing legal remit to encompass social impact technology, professional training, and enhanced research through its facilities.  The Lab currently encourages innovation in Social Impact, LegalTech, Access to Justice, as well as in countering terrorist and criminal use of the internet.  Our main projects can be found here: <https://www.innovationlab.wales/> |
| **Main Duties** | **The aim of the role of the Software Developer is to:**   1. **Collaborate and Innovate:** Work closely with project teams to deliver prototypes that align with our strategic goals. 2. **Problem-Solve:** Team up with the Lead Software Developer to tackle challenges and bring fresh ideas from our academic and research partners. 3. **Build Connections:** Forge and maintain relationships with experts in Computer Science, Law, and Criminology. 4. **Flex Your Skills:** Whether working independently or as part of a team, you'll have the flexibility to shine. 5. **Stay Ahead:** Keep your professional knowledge up-to-date and share best practices with your colleagues. 6. **Train and Support:** Provide training and support to users, both informally and in formal settings. 7. **Leverage Open-Source Tools:** Utilize existing open-source software, frameworks, and APIs to drive efficiency. 8. **Ensure Quality:** Work with the Lead Software Developer to maintain high-quality code across all projects. 9. **Adhere to Standards:** Follow open-source standards, policies, and guidelines in your coding, ensuring high quality code is achieved. 10. **Reuse and Adapt:** Enhance and adapt existing open-source software rather than starting from scratch. |
| **Person Specification** | **Essential Criteria:**  We know the 'perfect candidate' doesn't exist. If you're excited about software development and believe you can tackle most of what we've listed, please apply! You might be just who we're looking for.  We’re seeking someone with as many of the following as possible:   1. **Diverse Programming Skills:** Evidence of diverse programming skills across various development platforms, including Full Stack development. 2. **Passion for Quality:** A strong passion for building high-standard software, with examples of quality code to show. 3. **Methodologies Experience:** Experience with software engineering methodologies. 4. **Design Patterns Knowledge:** Practical experience with software design patterns and principles. 5. **Quick Learner:** Ability to quickly assess new technologies and patterns, rapidly developing proof of concepts to demonstrate value. 6. **Version Control:** Experience with version control solutions like Git. 7. **Object-Oriented Programming:** Exposure to object-oriented programming. 8. **Machine Learning:** Exposure to machine learning. 9. **Relational Databases:** Exposure to relational databases. 10. **Team Collaboration:** Experience working within a team in a technical project environment. 11. **Cloud Platforms:** Experience implementing solutions using Cloud-based 'Platform As A Service' offerings (e.g., Azure App Services, AWS Elastic Beanstalk, Heroku). 12. **Continuous Development:** A commitment to continuous professional development.   **Desirable Criteria:**   1. **Relevant Degree:** A degree in Computer Science or related fields. 2. **Commercial Experience:** Experience as a software architect/developer across key business areas in a commercial setting. 3. **Data Skills:** Skills in data mining and information extraction. 4. **Azure & AI:** Experience with Azure and related AI technologies. 5. **Database Expertise:** Experience with database design, development, maintenance, and optimization. 6. **Front-End Design:** Experience with front-end design. 7. **Containerization Technologies:** Experience with containerization technologies (e.g., Docker, Kubernetes). 8. **Test-Driven Development:** Experience with TDD. 9. **Documentation Skills:** Experience documenting solutions and architectures to recognized standards using techniques like Agile Modelling, User Stories, Use Cases, UML, or ArchiMate. 10. **Legal Informatics:** Familiarity with legal informatics and Computational Law. 11. **Cyber Security:** Familiarity with cyber security and cyber threats.   **Remember, you don’t have to tick all these off, so if you’re interested, apply!** |
| **Additional Information** | Informal enquiries may be directed to: Adam Whitter-Jones R&I Operations Manager: [a.h.whitter-jones@swansea.ac.uk](mailto:a.h.whitter-jones@swansea.ac.uk) |







