

PERSON SPECIFICATION – HR029



DORSET & WILTSHIRE
FIRE AND RESCUE

Job Title	Digital Solutions Development Architect		
Department	ICT		
Job Family	Specialist		

Category	No.	Requirements	Essential (E) or Desirable (D)	Evidence: A, I, P, O (See key)
Education & Qualifications	1.	4 GCSE passes - Grade A*- C / 9 - 4, including English and Mathematics / equivalent Level 2 qualification / or higher-level relevant qualification	E	A
	2.	Level 5 qualification in computer development or related areas, or relevant equivalent experience	E	A
	3.	ICT Technical qualification (development, programming or database applications) or significant experience working in this field	E	A
	4.	ITIL Foundation Certification and experience of all aspects of the software development lifecycle from client specification to deployment	D	A
Knowledge & Experience	5.	Working knowledge in M365 Product Suite, including Microsoft Power Platform	E	A, I
	6.	Experience of developing and supporting software solutions for automation using power platform	E	A, I
	7.	Experience of all aspects of the software development lifecycle from client specification to deployment	E	A, I
	8.	Knowledge of enterprise level database applications such as SQL or Dataverse	D	A, I
	9.	Experience of working in an AGILE development environment	D	A, I
	10.	Experience of working in a Public Sector organisation	D	A
	11.	Experience of managing and developing others in Digital Solutions team	E	A, I
Skills & Abilities	12.	Excellent communication skills and a positive attitude to internal/external stakeholders, along with the ability to confidently participate in meetings as a key stakeholder	E	A, I
	13.	Ability to assist in development of software specification based on working requirements	E	A, I

	14.	Ability to work with changing deadlines due to Service demand	E	A, I
	15.	Ability to work in both a collaborative environment and independently	E	A, I
	16.	Ability to understand systems held within the Service, analyse best fit solutions, develop specifications and carry out a range of work which requires imaginative solutions or responses and innovative thinking	D	I
Additional Requirements	17.	Must be able to fulfil the travel requirements of the role	* ¹ E	A, I
	18.	Demonstrates a commitment to equality, diversity and inclusion, adopting a fair and ethical approach to others	E	I
	19.	Demonstrates a commitment to health and safety in the work environment	E	I
	20.	Prepared to undertake specific training as a part of the induction process to develop understanding of Fire Service activities and acquire post entry skills	E	I
	21.	A willingness to travel and work throughout both Counties and outside the Service area as and when required	E	A, I

*¹ A Service vehicle may be available, please note Service vehicles are manual transmission only.

Key to Assessment

- A)** Application
- I)** Interview
- P)** Presentation
- O)** Selection Tests (Psychometric Testing / Job Related)