

# JOB DESCRIPTION

<b>Job Title</b>	<b>Software Developer</b>		
<b>Reports to</b>	<b>Head of Application Development</b>		
<b>Department</b>	<b>Technology</b>		
<b>Job Family</b>	<b>Business Services</b>	<b>Level</b>	<b>3</b>

## About the School

At London Business School, we strive to have a profound impact on the way the world does business and the way business impacts the world. Our departments work hard to ensure that we are continually delivering a world-class service, academic excellence and that our course offering maintains our place as a leading business school.

With thought-leading faculty and dynamic learning solutions, we empower both businesses and individuals by offering a transformational learning experience that will broaden their professional knowledge and global mindset. As well as offering postgraduate courses for the business leaders of the future, we run open and customised executive courses for professionals and corporate clients that help leaders identify the future focus and strategic direction of their businesses.

With London in our hearts, we draw from its status as a financial, entrepreneurial and cultural hub to attract a diverse range of students and faculty, creating an abundance of opportunities to network with industry experts and alumni worldwide.

## About the Department

The LBS Technology Department is responsible for delivering and supporting all digital technology solutions required for the effective running of London Business School.

We provide specialist capability in Service Delivery, Software Development, Digital Solutions Delivery, Teaching and Learning Technology, Platform integration, Data Management, Cyber Security, Project Delivery, Business Analysis, User Experience Business Change and Enterprise Architecture.

## Job Purpose

- Be a key member of a team of software developers creating products and services using C# .NET Core and/ or React JS for web, mobile and desktop applications.
- Help to resolve problems that interfere with the ability of the development team to deliver their goals.
- Take pride in helping to design, build and deliver high quality, well tested solutions to complex problems.
- Support the team's delivery success through adherence to Agile practices and processes, contributing to a culture of continuous improvement.
- Understand the full engineering life cycle, from design and implementation through to testing and deployment.

## Key Areas of accountability and Key Performance Indicators (KPIs)

### Key areas of accountability:

#### **Software Development**

- Design, develop, test, and deploy software solutions using C# .NET Core and/or React JS, following established coding standards and architectural patterns with guidance from senior colleagues.
- Write clean, maintainable, well-documented code adhering to software engineering best practices (e.g., SOLID principles, code refactoring, unit testing).
- Participate in code reviews, both reviewing others' code and incorporating feedback on own work to ensure code quality and knowledge sharing.
- Work with databases (MS SQL Server) including writing queries, optimising performance.
- Contribute to CI/CD pipeline activities, including build automation, deployment scripts, and DevOps practices using Azure DevOps and related tools.
- Troubleshoot and resolve technical issues in applications, escalating complex problems to senior developers as appropriate.
- Maintain version control practices using Git, including branching strategies and collaborative development workflows.

#### **Delivery and Support**

- Apply software development expertise to deliver application features and services following defined development processes and standards, escalating technical challenges beyond current capability to senior developers.
- Respond to technical queries from stakeholders, providing clear explanations of technical concepts and solutions in accessible language.
- Investigate and resolve software defects and technical issues, working with stakeholders to understand requirements and deliver timely solutions.
- Create technical documentation including code comments, API documentation, and user guides, with review from senior colleagues.
- Share knowledge with team members through pair programming, technical demonstrations, and documentation to support team capability development.

#### **Analysis and Reporting**

- Extract, transform, and analyse application data to support troubleshooting, performance monitoring, and feature development decisions.
- Collaborate with team members to prepare technical status reports, sprint reviews, and development progress updates.

#### **Compliance**

- Follow secure coding practices and data protection standards in accordance with LBS policies, escalating potential security vulnerabilities or compliance concerns to senior developers.

#### **Collaboration**

- Collaborate closely with team members and other departments across the School to enable cross department working, to raise the team's profile, and to drive consistency of approach/standards through the wider School, thereby enabling effective service delivery.

**Process Improvement**

- Identify opportunities to improve development processes, code quality, and technical efficiency, proposing improvements to senior colleagues for review and implementation.

**Change Management**

- Adapt to changes in development practices, tools, and technologies, supporting the team's adoption of new approaches under guidance from senior colleagues.

**KPIs:**

- Delivery of high-quality, well-tested software solutions that meet functional and non-functional requirements.
- Code quality metrics including adherence to coding standards, successful code reviews, and minimal post-deployment defects.
- Sprint commitments and development tasks completed within agreed timeframes and to quality standards.
- Effective collaboration with team members and stakeholders, demonstrated through positive feedback and constructive participation in code reviews and team activities.
- Contribution to technical debt reduction, process improvements, and adoption of development best practices.

## Knowledge/Qualifications/Skills/Experience required

- Practical experience developing enterprise applications using C# .NET Core for backend services and/or React JS for frontend development.
- Experience working with mobile technologies and responsive design (e.g., Bootstrap, JQuery, Xamarin, JavaScript).
- Working knowledge of web development technologies (HTML, CSS, JavaScript) and RESTful API design principles, with proficiency in version control using Git.
- Experience with Relational Database Management Systems (RDBMS), particularly MS SQL Server, including writing SQL queries and using Entity Framework Core for data access.
- Passion for software engineering and writing well-structured and understandable code (e.g., Refactoring, Clean Code, SOLID).
- Experience working with Agile methodologies (Scrum, Kanban) and familiarity with test-driven development (TDD) and behaviour-driven development (BDD) practices.
- Familiarity with CI/CD tools and DevOps pipelines (e.g. TeamCity, Octopus Deploy, Azure DevOps).
- Understanding of secure coding practices and awareness of common security vulnerabilities (e.g., OWASP Top 10).
- Experience with unit testing frameworks and writing automated tests for code quality assurance.
- Ability to work in a team-oriented, collaborative environment.
- Strong business acumen; ability to relate, understand, grasp concepts, and interpret client/user needs.
- Good communication skills with the ability to engage and influence a variety of audiences.
- Displays a calm attitude during difficult situations.
- Self-motivated and delivery-focused, creative and efficient in helping to deliver solutions to complex, time-critical problems.
- An ability to plan, prioritise, and manage your workload.
- Work independently and think proactively in developing your skills and ideas, but seeking advice and mentoring when appropriate.

## Resources including team management

None

<b>Staff</b>	
<b>Budgets</b>	
<b>Date Updated</b>	17/12/2025