



University of Brighton

JOB DESCRIPTION

- Job title:** Software Developer (KTP Associate)
- The company:** Based in central Brighton, [Pragmatic](#) is the UK's leading specialist WordPress agency and the fastest growing agency outside of London. Pragmatic offer a variety of services including delivering digital strategy, designing and building sites and providing ongoing support for a range of high profile clients including Bacardi and Sage.
- Pragmatic builds long term technology partnerships, developing a deep understanding of client's business objectives and delivering multiple programmes of work. Currently, Pragmatic operate with a traditional client project focused model. The company are now aiming to change their operating framework and develop new products and services to strengthen relationships with current clients and develop new a new customer base.
- Reports to:** Mr David Lockie, Director at Pragmatic and Project Supervisor.
- Location:** Place of work is Pragmatic Ltd, Floor 2, Chandos House, 26 North Street, Brighton, BN1 1EB with regular travel to the University of Brighton Moulsecoomb campus.
- Academic Support:** Academic input will be led by [Professor Haris Mouratidis](#), Professor of Software Systems Engineering and supported by [Dr Michalis Pavlidis](#), Senior Lecturer of Information Systems Security, both of whom are in the School of Computing, Engineering and Mathematics at the University of Brighton.
- Department:** Research, Enterprise and Social Partnerships (RESP) at the University of Brighton.
- Salary:** The salary is £32,000 - £40,000 pa dependent on qualifications and experience. Plus a personal development budget of £6k.

Purpose of the role

This 3 year project aims to embed next-generation technologies and expertise including blockchain, IoT, AI and mixed reality into technical solutions to enable the high standards demanded by global enterprise clients and address high priority issues like privacy and security. Solutions will be integrated into a productised business model or contributed to open source platforms.

Main areas of responsibility:

Project Phase	Work to be undertaken	Output(s)
Phase 1	The Associate will deliver a mini project identifying opportunities internally at Pragmatic and in the WordPress industry.	Outputs: technology report; market report; literature review.
Phase 2	The Associate will plan the technical solutions internally at Pragmatic and in the WordPress industry.	Outputs: gap analysis, requirements document (Milestone 1), Core model, high level architecture (Milestone 2), detailed component design.
Phase 3	The Associate will use test driven development, agile methodology and collaborative working, to implement solutions, utilising secure coding principles to integrate into Pragmatic's projects.	Outputs: novel security components (Milestone 3) leading to in-programme increase in project income; testing protocols; Pragmatic Core (Milestone 4).
Phase 4	The Associate will use their knowledge gained so far, to help promote our project work to clients, wider WordPress community and industry peers.	Outputs: project deployment; marketing materials; launch of the Pragmatic Core leading to an increase in project revenue and a new licence revenue stream (Milestone 5).
Phase 5	The Associate will explore the applicability of embedded tools to projects in Pragmatic's innovation pipeline including blockchain and Internet of Things developments.	A product roadmap is produced (Milestone 6). The project is handed over, impacts are quantified and reports and papers are produced (Milestone 7).

General responsibilities

- Producing high quality, conscientious code
- Staying up-to-date with technical standards and sharing knowledge with wider team via training, mentoring and presentations
- Following git, version control and deployment processes or other version control systems
- Contributing to re-scoping and problem solving during sprints
- Taking part in and contributing to project ceremonies and company meetings
- Where possible, attend events on behalf of Pragmatic, such as WordCamps and conferences
- Planning technical solutions across the WordPress landscape
- Using the Agile methodology to work collaboratively
- Building in secure coding principles
- Promoting the work to Pragmatic clients and the WordPress community
- Exploring how Pragmatic can be innovative with Blockchain and the Internet of Things
- To become a member of the Centre for Secure, Intelligent and Usable Systems (CSIUS) at the University of Brighton.
- To lead the KTP project, arranging monthly project meetings and reporting on a quarterly basis to the project steering group known as the Local Management Committee (LMC).
- To adhere to the University's Equality and Diversity Policy in all activities, and to actively promote equality of opportunity wherever possible

- To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work Act.
- To work in accordance with the Data Protection Act.

This job description sets out the duties of the post at the time it was drawn up, based on the project plan for the Knowledge Transfer Partnership (KTP) project. These duties may vary from time to time as the project progresses, according to the needs of the project.

PERSON SPECIFICATION

The person specification focuses on the knowledge, qualifications, experience and skills (both general and technical) required to undertake the role effectively. Please ensure that your application demonstrates how you meet the essential criteria. You will be assessed by your completed application form (A), at interview (I) and in some instances through an exercise (E).

Essential criteria		A, I, E
Qualifications	<ul style="list-style-type: none"> • BSc (minimum 2:1) in a Computer Science discipline with a strong grounding in mathematics and theoretical and practical software engineering. • Ideally, candidates will also have an MSc/PhD with relevance to cybersecurity and/or data protection reflecting the need for theoretical knowledge and research enquiry in addition to practical skills 	A
Knowledge and Experience <i>(Essential)</i> <i>(Desirable)</i>	<p>The Associate should have knowledge, ideally with evidence of application gained through project work, placement and/or work experience, of the following:</p> <ul style="list-style-type: none"> • Software systems development and testing with experience of programming in a range of languages and technologies (PHP, CSS/SASS and Javascript). • Software and data security/privacy; • Requirements engineering (highly desirable); • Migration - Database / Content / Systems • Familiarity with projects in the WordPress ecosystem: for example WooCommerce, BuddyPress, Multisite • Comfortable working with debugging tools like Firebug, Chrome inspector, etc. • Knowledge of how to interact with RESTful APIs and formats (JSON, XML) 	A, I, E
Attributes <i>(Essential)</i> <i>(Desirable)</i>	<p>Commercial aptitude and the ability to understand the needs of internal and external customers is essential, as is a creative mindset and a can-do attitude.</p> <p>Knowledge of WordPress is desirable, although a strong candidate with an understanding of the principles of content management systems would be expected to rapidly gain sufficient understanding. Internal and external training can be provided where needed.</p>	A, I, E
Skills	<ul style="list-style-type: none"> • Have the aptitude to apply tools and methodologies developed through research to a commercial scenario. • Show leadership skills, an ambition and ability to take 	A, I

	<p>ownership for a significant and challenging technical project.</p> <ul style="list-style-type: none"> ● Have a methodical and considered approach to project planning and management. ● Experience of a software development methodology such as Agile is desirable although training can be provided if required. ● Be an excellent communicator, with an engaging personality to support the development of strong, effective relationships with colleagues and aptitude to deliver training. ● Be industrious and resourceful with the ability to meet objectives and deadlines with an appropriate level of supervision. ● Good written and oral communication skills at all levels 	
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ADDITIONAL INFORMATION

Duration of job: The appointment is for a fixed term of **3 years** in accordance with the period of funding.

On completion of the Partnership, there is a possibility that the company may be in a position to offer the KTP Associate a permanent full-time position.

Annual leave: Annual leave entitlement is that of Pragmatic, currently 20 days per annum plus bank holidays. One additional annual leave day per year is granted for each year in post. Annual leave is accrued on a monthly basis.

Employees may also be able to take advantage of flexible and/or remote working where appropriate.

What is KTP?

Knowledge Transfer Partnerships (KTP) has been recruiting graduates to work in innovative companies for over 40 years. KTP projects are a three way relationship between the graduate, university and the company. This unique opportunity allows a graduate to be based in a company delivering a high profile strategic project, drawing on university expertise and support and transferring knowledge into the company.

What can you expect from this job?

- You will be responsible for leading and delivering a challenging commercial project that directly impacts the business, with the opportunity to be a champion of real change.
- You will receive input and support from an academic team with specialist knowledge and experience relevant to the project.
- We will provide a £6k training budget that is tailored to your personal development needs, along with two free management training courses at the beginning of the project.
- You will have the opportunity to deliver high impact outcomes within a business, whilst learning at the same time - a significant contribution to your long-term career progression.

As a KTP Associate, you will be employed by the University of Brighton, work predominantly at Pragmatic premises in Brighton, and be supervised by both a company staff member and

an academic at the University. For full information about the scheme please see:
<http://brighton.ac.uk/ktpjob>.

The University also has an attractive range of benefits and you can find more information about them on our [website](#).

Please contact the KTP team with any enquiries, tel: (01273) 642424 email:
ktpjobs@brighton.ac.uk

Closing date: 06 January 2019 **Interview date:** Mid-January 2019