

OUR REWARD PRACTICES/ JOB DESCRIPTION: Software Programmer

Date created:

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Generic role title:	Software Programmer
Job family:	Technical
Reference number:	HSS-031-21
Grade:	Grade 6
Salary Scale:	£27,511 - £30,942 <i>per annum</i>
Contract:	Fixed term for 27 months Full time
School/Department:	School of Anthropology and Conservation (SAC) and School of Computing
Location:	University of Kent, Canterbury campus
Line manager:¹	Dr David L Roberts (SAC) and Professor Julio Hernandez-Castro (Computing) or their nominee
Anticipated start date:	01 June 2021

Job purpose

Cyber-enabled wildlife trafficking is an increasing threat to global biodiversity. Indonesia is a mega-biodiversity country, but its abundant biodiversity makes it also a major illegal wildlife trade source country in Asia. To address this burgeoning threat to wildlife, this project focuses on transnational online wildlife trafficking in Indonesia, Malaysia and Singapore.

The project will develop and test an enhanced set of tools to identify, monitor and report online IWT; train government, civil society and private sector partners in these tools, implement a multi-agency approach using them to significantly disrupt online IWT transactions; monitor, evaluate and disseminate project results and incorporate lessons learned into an ongoing improvement of the law enforcement response.

This project represents a joint partnership between the University of Kent (UoK) and the Wildlife Conservation Society (WCS).

¹ Line Manager may be subject to change and will be confirmed in the employment contract issued to the successful candidate.

Your role will be to work with our partners to develop software solutions that aid the rapid detection of IWT, collection of evidence and investigation in order to help the team fulfil these overall project aims.

Key accountabilities

This section details the main accountabilities (or responsibilities) of the job, together with a selection of indicative duties. Other duties, commensurate with the grading of the post, may also be assigned from time to time.

1.	Work with government and private sector partners to identify software needs.	Frequency
		Weekly
Example duties:		
1.1	Identify software needs amongst our partners, then develop and implement the appropriate software solutions.	
2.	Develop software solutions and implement these solutions in response to partner needs.	Frequency
		Weekly
Example duties:		
2.1	Improve these solutions based on testing and in conjunction with feedback from the users.	
2.2	Work with the team to develop training material.	
2.3	Take part in workshops and training sessions.	
2.4	Provide technical documentation for systems, procedures and services to support colleagues and system users	
3.	Work with partners to improve solutions based on testing.	Frequency
		Weekly
Example duties:		
3.1	Assist UoK and WCS as appropriate in project work.	

3.2 Travel both nationally and internationally to coordinate with partners, present results and train stakeholders.		
4.	Develop software solutions and implement these solutions in response to partner needs.	<i>Frequency</i>
		Weekly
Example duties:		
4.1	Ensure the software solutions developed are in accordance with partner needs and the project objectives in terms of functionality and usability.	
4.2	Make suggestions to improve processes, tools and the adoption of standards to improve efficiency	
4.3	With the support of colleagues and partner, secure and manage data through tools and processes that are compliant with current data management legislation	

Internal & external relationships

This section indicates with whom the job holder comes into contact and liaises/ communicates with on a regular basis, and for what purpose.

- Internal:** The successful candidate will interact predominantly with Dr David Roberts and Prof Julio Hernandez-Castro. However, the candidate will be expected to interact with other academic and administrative staff within the School of Anthropology and Conservation and the School of Computing, as well as other departments across the University including staff associated with the
- External:** The successful candidate will be expected to interact with our main partner, the Wildlife Conservation Society, as well as other stakeholders, including government and private sector.

Health, safety & wellbeing considerations

This job involves undertaking duties which include the following health, safety and wellbeing considerations:

- Repetitive limb movements
- Regular use of Display Screen Equipment
- National and international travel
- Working in isolation
- Pressure to meet important deadlines such as might be inherent in high profile projects

Person specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in an application, or cover letter (where applicable), which back-up any assertions made in relation to each criterion.

Qualifications / training	Essential	Desirable	Assessed via*
Bachelor's degree in computer science or a related subject or equivalent	✓		A
Masters degree in computer science or a related subject or equivalent		✓	A

Knowledge, skills and experience	Essential	Desirable	Assessed via*
Proven programming experience.	✓		A, I
Experience in any of the following languages: python, go, c, c++, or similar.	✓		A, I
Experience in using Application Programming Interface (API)		✓	A, I
Experience in image processing.		✓	A, I
Experience in web programming.		✓	A, I
Experience in frameworks such as openCV, AI/ML and/or Deep Learning.		✓	A, I
Ability to provide training of a high standard to stakeholders	✓		A, I
Excellent communication and interpersonal skills	✓		I
Proven programming experience.	✓		A, I
Willingness to engage across the wider disciplines of conservation and computing	✓		I
Good organisational and administrative skills	✓		I
Effective team working skills and an ability to exercise personal responsibility	✓		I

Additional attributes	Essential	Desirable	Assessed via*
Willingness to work as part of a multi-disciplinary team	✓		A, I
Hold a passport, or be in a position to obtain, for travelling internationally between the relevant countries in this project	✓		I
Willingness to undertake international travel	✓		I

*Criterion to be assessed via:

A = application form or CV/cover letter

I = interview questions

T = test or presentation at interview