

Job Description and Person Specification

Python & Database Developer

The Audience Agency

The Audience Agency

Mission & Purpose

We believe that taking part in cultural activities and having opportunities to exercise our creativity are important to our wellbeing and personal resilience. Genuinely equal access to these opportunities is a matter of social justice. It is important in building a fairer society, stronger communities, equitable regeneration, and positive civic change.

Our mission is to inform and nurture the behaviours that cultural and creative organisations need to become democratic and relevant, such as using robust evidence and data ethically and with confidence, taking a people-centred approach and being able to innovate.

Our purpose is to foster these approaches with our data, insight and knowledge to help:

- reach more people and address equality of access
- offer more relevant creative opportunities
- build more creative places

Values

People First

We believe in putting people at the centre of the mission and plan. We seek to be user-centred, to promote people-centred approaches, and to put our own people first. We support organisations to do more with and for people furthest from opportunity.

Open & Accessible

We seek to be inclusive and respectful of difference in our work with audiences, clients and staff. We prioritise work to enable cultural activity to be more inclusive. We are committed to open data principles.

Connected

Working collaboratively across our network is what makes us special. We invest in partnerships for coherence, impact and shared learning.

Trustworthy

We aim to be transparent and accurate, to act with confidentiality and strive for robust results. Our commitment to quality is reflected in our charter and processes.

What we Do

The Audience Agency is a leading force in the development of an intelligent data culture in the arts, culture and heritage sectors. We work with organisations in the sector to help them understand their audiences, develop their strategy and evaluate their activities.

We also work within the wider creative economy on the development of longer-term cultural strategy and policy.

We do this through a mixture of off-the-shelf products and services and [bespoke research and consultancy](#).

We are the developers and custodians of [Audience Finder](#), the free national audience data and development tool and service, which allows organisations to understand, compare and apply audience insight.

If you would like to find out more about our work and what we do, go to <https://www.theaudienceagency.org/about-us>

Job Description

Context

The Audience Agency, through its subsidiary The Audience Agency Services, is undertaking an ambitious transformation, positioning ourselves as a leading provider of software-as-a-service and data-as-a-service, driving collaboration and innovation across the cultural sector. With international plans underway, we are also designing and implementing significant architectural enhancements within our products.

Job Purpose

You will support that transformation and innovation through the development of new products and maintenance, enhancement and integration of existing products to add sustainable value to the organisation's assets.

This will be a pivotal role within what is a relatively new team, and you will have a chance to shape the direction of the department.

Key Result Areas

Technical Development

To enable and support the Audience Agency to deliver its product strategy and seeking to continually improve software development and operations processes.

- Providing excellent python software development and interfacing with databases like PostgreSQL.
- Designing and taking a key role in the development of new products and integrations and the planned improvements to existing products.
- Working with stakeholders (including users) to ensure technical solution designs and features meet user needs.
- Providing technical advice in relation to solutions for new products and integrations of external products into the TAA platform.
- Liaising with internal and external development team members during the design, development and testing of new products and integrations.
- Working alongside users to understand and analyse defects of existing products and to deliver technical product support to resolve them.

- Delivering technical product support through effective analysis of detected defects of existing products.
- Providing technical advice in relation to solutions for technical debt and other potential improvements.
- Supporting product testing, including usability testing.
- Ensuring industry best practice is applied in relation to all work undertaken.

Team working

You will contribute to and support the product development team's and wider Audience Agency team's work, development, and growth.

- Liaising closely with the Scrum Master within agile processes such as estimating, prioritising, sprint planning/reviews/retrospectives and backlog grooming.
- Supporting the Scrum Master and other colleagues to optimise efficiency and collaboration within the agile support and development processes.

General

- Keeping abreast of trends and changes through continuing professional and personal development.
- Modelling best practice in diversity and inclusion.
- Modelling TAA values in all work with colleagues and clients.

Person Specification

Experience and Knowledge

- Demonstrable experience in software design, development, support and operations.
- Demonstrable understanding of the full software development lifecycle, including release management and application support, and ideally production environment management.

And broad knowledge of the following:

- Python and interfacing with SQL databases, ideally PostgreSQL
- Object oriented programming
- Writing unit tests
- Experience of implementing existing, and writing new, REST APIs
- Linux command line
- Data warehousing, including ETL (Extract, Transform, Load) functions
- Git - version control and methodologies such as pull requests
- Working with Cloud computing, especially AWS and Azure
- Web servers such as NGINX
- Performance profiling
- Continuous Integration and Continuous Deployment

Skills and Attributes

- Demonstrable ability in database design and administration.
- Ability to use Agile approaches effectively within the context of the team/organisation.
- Ability to undertake data & technological analyses and make pragmatic decisions about resolution.
- Ability to communicate effectively with a variety of stakeholders, including funding partners, department staff and non-technical staff.
- Able to demonstrate a solution focused collaborative approach to working - especially cross team.
- Ability to deliver work on time, on quality and to budget.
- Ability to demonstrate active listening skills and level of self-awareness.

Personal Qualities

- Willingness to continue professional and personal development.

- Demonstrable interest in TAA work and mission and ability to demonstrate values in own way of working.
- Commitment to supporting junior staff in the team to help their development.
- Enthusiasm and commitment to working for the benefit of the arts, culture, and creative sector.

Terms and Conditions of Employment

Salary

The role is offered at an annual salary of between £50k and £60k per year depending on the level and depth of experience presented.

Hours of Work

The roles are full time, 35 hours per week, but we will try to be flexible and understanding in allowing staff to adopt hours which suit individual circumstances as long as these hours do not affect work effectiveness.

Location

The roles will be home-based, with occasional travel to meet colleagues and clients, which may be across the UK.

Contract period

The role is for a two-year period in the first instance.

Holidays

25 days per year, plus 8 public holidays.

Progress monitoring

This role is subject to the successful completion of a three-month probationary period. During this period, we will review with you your on-going performance and suitability for the post.

Pension

The Audience Agency has a workplace pension scheme in line with current legislation. You will be provided with details of this scheme directly by the pension provider. Automatic enrolment into this scheme commences after three months in employment. Employees may opt out of this scheme if desired.

Application Process

To apply, you will need to:

- send a written CV
- answer the following questions:
 - Why are you interested in the role and how would you contribute to The Audience Agency?
 - Provide two examples that you believe best demonstrates the key skills that you believe make you the right person for the role.
 - Complete a (separate) Diversity Monitoring form ([found on our website here](#)).

Your application will be reviewed based on how well you demonstrate that you meet the criteria.

The style of application for the questions is up to you; for example, it could be a written statement, a recorded statement or some other application which you believe best demonstrates your talent for the role.

We are interested to hear from applicants from a range of backgrounds and with a variety of experiences. Currently our organisation is majority white, cis-gender and non-disabled. We believe our work will be stronger with greater diversity and welcome applications from those who bring difference.

If you wish to discuss this role in more detail prior to application, please contact Leo Sharrock, Product Director, at leo.sharrock@theaudienceagency.org.

Applications should be sent to jobs@theaudienceagency.org