

Developer

Job Description

Salary: £38,000 - £44,000 per annum

Job type: Full-time

Contract period: Permanent

Reporting to: Head of Data Science

Division: Data Science Team

Location: Oxford / hybrid working in line with Picker's Home and Remote Working Policy

About Picker

Picker is an Oxford-based charity with an international reputation as a key authority in the measurement and improvement of patient experience. Our mission is to make person-centred health and social care a reality for everyone. Our vision is person centred care for all, always.

Researching and measuring the experiences of patients, service users, and staff are key areas of our work. We develop and run surveys for a wide range of public and private healthcare organisations, as well as national bodies, voluntary sector organisations and international healthcare providers. Furthermore, we conduct original research using qualitative and quantitative social research methods to investigate issues related to people's experiences of care and organisations' efforts to improve services.

We operate in a Group structure, including Picker Institute Europe (the Charity, trading as Picker) and Picker HWA (a wholly owned subsidiary of Picker). This role is located within the Charity but will have a remit that extends across the Group.

The Data Science Team

The Data Science team are experts in managing and interpreting data. They provide systems, processes, and services that support the charitable group to complete high quality work; make better decisions; and direct action. Their work encompasses:

- Developing Picker's approach to using, managing and processing data;
- Delivering Picker's internal and external reporting and analytics outputs; and
- Improving the insight gained from Picker's data assets further evidencing the case for person centred care

Purpose of the role

The post holder will lead on the development of Picker's web-based reporting dashboards work. The charity has recently started expanding into Business Intelligence (BI) via web applications and is

looking to add a new member to the Data Science team. The role will involve hands-on design, development and maintenance of applications with a Python backend, capable of doing live reporting using database/big data tools via dynamic visualisation assets (e.g., charts, tables).

Duties and responsibilities

Responsibilities for service development and implementation

- Act as a subject matter expert and technical lead, producing clean, documented code with a logical design, based on given requirements.
- Integrate various software components, e.g. CI/CD pipelines, connect databases with back-end outputs and front-end requirements.
- Deploy and maintain web applications with containerisation technologies (e.g. Docker).
- Adhere to, promote, and improve development practices, collaborating on both low- and high-level application design.
- Support in the translation of client/stakeholder needs to actionable deployment plans.
- Ensure that projects are executed on time and to budgets.
- Develop and demonstrate a continuous improvement mindset to programme quality and delivery. Adapting approaches and outputs to meet new/changing requirements.
- Ensure data and information, including confidential patient identifiable data and other sensitive information – stored and analysed in compliance with all company policies, internal working practices and external regulatory requirements.
- Identify opportunities to use data analytics to create knowledge and insight in support of Picker’s charitable objectives around person centred care, working with colleagues to communicate findings as appropriate.

General Duties

- Contributing to the work of Picker as a whole by:
 - Fully engaging and participating in the achievement of Picker’s aims and objectives.
 - Advocating new approaches, processes and methods to enhance Picker’s performance.
 - Promoting the sharing of knowledge and communications across teams within Picker.
- Ensuring compliance with all company policies, internal working practices & external regulatory requirements on data protection and ethical standards (e.g. Quality Assurance Framework, Data Protection Act, GDPR, ISO 27001, ISO 20252, and MRS Code of Conduct).
- Other reasonable duties, as requested by line manager.

Person Specification

Experience, knowledge and understanding	
Knowledge of web frameworks, ideally Django, however others are considered as well	E
Knowledge in deploying web applications with Docker and database security best practices	E

Experience with version control (Git), test driven development, implementation of CI/CD pipelines	E
Understanding of the principles of confidentiality and data protection (including GDPR)	E
An interest in healthcare quality and person-centred care	D
Basic project management experience	D
Skills	
Expertise in Python, particularly in the context of backend development	E
Knowledge of JavaScript, CSS, HTML, alongside ideally some experience with a CSS framework (e.g. Bootstrap) and simple reactive frameworks (htmx)	E
Experience with databases (PostgreSQL), ORM, columnar data storage technologies	E
Confidently communicates technical information to a wide range of audiences through formal and informal presentations, both written and oral	E
Ability to demonstrate high levels of attention to detail	E
Experience of using JS libraries for creating data driven web visualizations (e.g., High Charts, D3, ChartJs)	D
Personal Qualities	
Flexible and facilitative working style	E
Strong organisational skills with a methodical approach and excellent attention to detail	E
Ability to prioritise multiple demands and work to deadlines	E
Empathy with Picker and its aims	E
Qualifications	
Educated to degree level or equivalent knowledge or experience in a relevant discipline	D

E = essential D = desirable

This job description is not contractual and is liable to change over time.

Picker is committed to equality, diversity, and inclusion in all that we do. We welcome applicants from diverse communities and backgrounds and we are a Disability Confident employer.

All roles at Picker require a criminal record check. Picker will not automatically refuse to employ someone with a previous criminal conviction.

For further details, please contact Nicola Porter by email; lynne.smith@pickereurope.ac.uk