Role profile

Role title: **Software Developer / Business Analyst**

Reports to: **IT Director**

Department Head: **IT Director**

Location: **Hybrid – Head Office based, office working 1-2 days per week**

Objectives of the role

- To work with the business to identify opportunities through the use of Technology for improving operational efficiency, simplifying process and providing greater insight into the operation of the business.
- To define the software architecture and application development model from which we can drive an effective strategy that supports the company objectives.
- To bring a structured process into the analysis, design and development of business cases for IT projects.

Key Responsibilities

Software Development and Architecture

- Define and implement software development standards to bring a more consistent and supportable structure to the non-ERP applications.
- Co-ordinate, manage and deliver all non-ERP applications, ensuring that security and data protection are built in as standard.
- Provide technical knowledge to support in the development of core ERP solutions, when required.
- Provide general technical support to the wider IT Team, where applicable.
- Ensure continuous professional development, maintaining a base knowledge of up-to-date practices and technologies to help futureproof the Admiral IT team.
- Recommend and select appropriate tools to ensure best value is driven from the Enterprise Architecture model.

Business Analysis

- Working with Project Managers, ensure structured delivery of non-ERP projects and developments, including analysing potential project objectives, building business justifications, and the selection and use of development tools.

- Drive initiatives to identify and deliver improved business efficiencies and encourage a culture of continuous technological improvement.
- Work with stakeholders throughout the project delivery lifecycle and in conjunction with the wider project teams.

- Support all business units in developing their understanding of the potential benefits of new technology to improve efficiency and visibility of key performance data.

    Database Management
- Adopt best-practice principles in key areas of database administration and maintenance.
- Effectively manage and optimize the database estate.
- Work to a best-practice SQL development blueprint to ensure consistency and high-performance of all database objects.
- Develop Database Performance and Monitoring suite/dashboard to identify in real-time key areas of improvement across the database estate.
- Ensure appropriate levels of backup and security are in place to prevent loss of data in the event of a systems outage or cyber attack.

Skills and Experience

- Technical knowledge of Microsoft SQL, and Microsoft .Net tools, combined with the ability to analyse and specify business requirements for project work.
- Ability to learn and work with new technology from mobile apps to ERP solutions.
- Experience of working in a commercial environment, in Retail, Leisure or Hospitality industries would be ideal but not essential.
- Great organisational skills and ability to prioritise and work to tight timescales.
- Excellent communication and interpersonal skills and an ability to communicate to all levels within the business. A proven ability to motivate people to work together toward a common goal. A relationship approach.
- An ability to consider the big picture and consider affected stakeholders and involve/support them as required.
- High degree of accuracy and attention to detail.

Working Arrangements:

This is a hybrid role which is Head office based. The expectation is that the person within this role works from the office at least 1-2 day per week depending on business requirements but this may be flexible.

Admiral Taverns Values and Behaviours

Core to the Group's ongoing success is the strength of our team. We are incredibly proud of the culture we have developed across our business. Our team are passionate, hardworking, dedicated and ambitious. Our team developed the company values themselves which means that we live these through to the core of our business. Everything we do as an organisation revolves around supporting and enabling our licensees to make their business the very best it can be.

Behaviours

1. Clarity for all
2. Positive attitude
3. Passion to succeed
4. Collective accountability
5. Mutual trust
6. Achieve together

Behaviours

1. Show empathy
2. Listen and understand
3. Support, guide, develop
4. Communicate clearly
5. Recognise and appreciate
6. Respect each other

Behaviours

1. Don't fear failure
2. Make impossible possible
3. Innovate and motivate
4. Remove barriers
5. Aim higher
6. Make a difference

we deliver

i am admiral

Behaviours

1. Take ownership
2. Can do attitude
3. Exceed expectations
4. Aim high
5. Challenge positively
6. Deliver on time