

# Person Specification



Lead Developer, Azure Graphic & Web Design Ltd.

D Education & training			
Factor	Essential	Desirable	Means of assessment
Skills, knowledge & aptitude	<ul style="list-style-type: none"> <li>Excellent XHTML/CSS skills, knowledge of standards-compliant semantic code</li> <li>Excellent PHP/MySQL skills</li> <li>Excellent communication skills, written, telephone and inter-personal</li> <li>Ability to manage personal and departmental workload and prioritise appropriately</li> <li>Ability to manage co-workers</li> <li>Ability to communicate effectively with clients</li> <li>Flash, including Actionscript</li> <li>Javascript</li> <li>Techniques of Search Engine Optimisation</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of systems management</li> <li>Knowledge of Microsoft Small Business Server management</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Portfolio of work</li> <li>Interviews</li> <li>Mock project (to be completed at interview stage)</li> </ul>
Qualifications & training	<ul style="list-style-type: none"> <li>Appropriate qualifications and/or experience in similar roles</li> </ul>	<ul style="list-style-type: none"> <li>Full driving licence</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Certificates</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Team working</li> <li>Work under pressure of deadlines</li> <li>Prioritising work</li> </ul>	<ul style="list-style-type: none"> <li>Experience of a similar role</li> <li>Experience of managing colleagues</li> <li>Working in a busy office</li> <li>Planning work</li> <li>Interaction with clients</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interviews</li> </ul>
Disposition	<ul style="list-style-type: none"> <li>Ability to meet specific deadlines under pressure</li> <li>Able to work effectively as part of a team</li> <li>Able to work on own initiative</li> <li>Resilient, confident and tactful</li> <li>Able to manage a varied workload</li> <li>Flexible, enthusiastic and cheerful</li> <li>Focussed on needs of clients</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interviews</li> </ul>