

The Leicestershire College

Job Description

1. Job Details

Job Title:	Web Developer
Department:	IT
Reporting To:	Web Team Manager
Competency Level:	Business Support 3
Hay Grade:	G5
Salary:	£41,726 Per Annum
Date of Job Evaluation:	TBC
Date:	October 2026

2. Job Purpose

The Web & Application development team work to design and develop, engaging and interactive websites, e-communications and web-based applications to assist with the core marketing and recruitment of students for the college as well as developing and maintaining internal student and staff facing websites, applications and services which support and streamline the college's business processes.

The Web Developer will be tasked with designing and developing sustainable high-quality, engaging websites and web-based applications. This will be achieved using server-side technologies (e.g PHP, NodeJS, C#, SQL) with web based front end technologies and frameworks (HTML, CSS & JavaScript), there will also be scope, to use other technologies for differing projects dependent on suitability e.g. mobile application development.

This is an exciting role where the developer will have control of much of the design and development of the website and web applications built. We are looking for an enthusiastic developer who will be encouraged to use the latest technologies, best practices, and keep their skills sharp in a fast-moving industry.

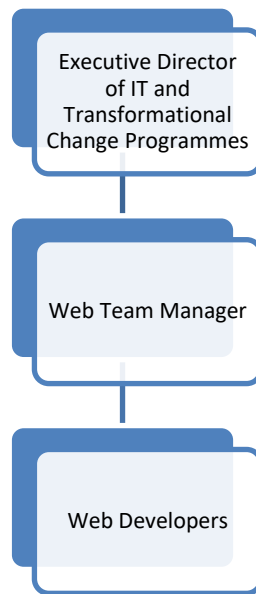
3. Dimensions

Not Applicable

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4. Organisation chart



5. Diversity and Inclusion

Loughborough College Group is committed to operating with Fairness, Respect, Equality, Diversity, Inclusion and Engagement at the heart of our organisation.

We are all responsible for ensuring that all individuals receive the same opportunities to develop, grow and achieve their full potential, regardless of personal circumstances and individual differences.

Our FREDIE values are relevant to the whole College community and support the way in which we work and interact with each other.



6. Key Responsibilities

Role specific responsibilities

- Development and delivery of new websites and web-based applications, features, and functionality.
- Continually develop existing websites and web-based applications to add new features, functionality and improve metrics (performance, accessibility etc.).
- Developing bug fixes and perform maintenance tasks.
- Technical support for websites & web-based applications.
- Ensuring documentation is maintained and kept up to date.
- Ensuring work / code is committed to version control using GIT.
- Create test plans for; and implement testing of websites and web-based applications as appropriate to the project / task.
- Gather and document website / web application requirements from relevant sources

Core Responsibilities

- To promote the College's vision, mission and strategic objectives and to promote the values and behaviours which underpin them at all times.
- To act as an ambassador for the college in dealings with all external agencies (other colleges, funding bodies, suppliers, learners, parents and employers) and to maintain the highest standards of professional conduct.
- To promote Loughborough College Group and its subsidiaries as the first-choice destination for learners, employers and staff alike.
- To proactively promote equality of opportunity in all aspects of the work role and to assist in the leadership and management of compliance to the agreed Health & Safety policy and practice.
- To promote a positive approach to security and discipline within the College community.

7. Key Result Areas

Action	Result
Develop new websites, e-comms and web-based applications	College has engaging, interactive and accessible new websites / web-based applications that aid Marketing, Student Recruitment and the wider college.
Continually develop existing websites and web-based applications to add new features, functionality and improve metrics (performance, accessibility etc.)	College websites and applications are based on recent technologies, and are continually updated so the systems are more effective, efficient and secure.
Diagnose, develop, and deploy solutions for bugs / issues with websites / web applications.	Websites and applications are kept up-to-date and issues / downtime is kept to a minimum.
Respond to and resolve application support tickets within the service level agreement	Existing and new college websites and web-based applications which are vital to marketing, recruitment and the wider college will be well maintained and supported minimising any down time.
Use source control and testing of websites / web applications.	Websites and applications contain versioned history of code to track changes over time and identify bugs / breakages. Use of testing applications to reduce and identify bugs earlier in the development lifecycle.
Follow popular usability, best practice and accessibility guidelines when adding and updating online content.	New / existing systems are accessible to the widest possible range of users and fulfils legal requirements relating to accessibility.
Communicate effectively with other team members, College staff and third-party partners.	Ensure any work carried out is based upon accurate information / requirements, and to maintain an effective working environment.

8. Key Working Relationships and Communications

Internal: Wider IT Team, Marketing & Communications team, Student Recruitment, Business Intelligence, Digital Learning, MIS, International, Commercial / Employers, Commercial Facilities.

External: Software Providers, Technical Support

9. Scope for Impact

Not Applicable

10. Competency Profile

The following profile is a description of the required competencies of the role:

Working with Excellent People	Responsiveness
Brings leadership qualities to supervisory skills; inspires others to be their best considering the FREDIE values. Effectively manages team to deliver a service, providing clear direction and support. Increases employee engagement. Communicates with impact and sophistication; adapts style and uses varied media to meet different audience needs.	Supports change and supports colleagues in adapting to change. Looks for opportunities to do own job better; puts forward ideas. Always considers longer term impact of own tasks. Uses a structured and collaborative approach to solving problems in own and related work areas. Reaches clear, definite and timely decisions based on thorough understanding of the facts and an eye to their practical implications. Multi-tasks and consistently delivers own and team objectives on time and to standard.
Ensuring Financial Sustainability	Self-Awareness
Works efficiently; makes best use of the College's resources. Own work consistently contributes to the strategic aims of the College.	Manages and improves health, safety and wellbeing of team; team or department comply fully with College policies. Improves diversity, equality and inclusion in own area; challenges inappropriate behaviours. Understands self and others; communicates with sensitivity; handles difficult people and events effectively.
Delivering Excellent Quality	
Anticipates customer needs; prevents poor service; delivers consistently high quality service. Informs and promotes subject area convincingly; is an ambassador for the College's activities. Takes ownership for own development, supports that of others and develops beyond own role. Has an awareness of the different forms of digital content, tools and technologies that can meet specific needs of the role and understand the benefits and limitations.	

11. Knowledge, Skills and Experience (Person Specification)

QUALIFICATIONS		ESSENTIAL	DESIRABLE	HOW ASSESSED
1.	A Degree in a relevant subject such as Science, Maths or IT or relevant work experience		•	Application/ Certificates
2.	Possess qualifications in Maths and English Levels 4-9 (GCSE Grades A-C) or equivalent	•		Application/ Certificates
EXPERIENCE				
3.	Experience of server-side technologies (e.g. PHP, NodeJs, .Net)	•		Application/ Interview
4.	Experience of using web based front end technologies (HTML, CSS, JavaScript)	•		Application/ Interview
5.	Experience of JavaScript and a major JavaScript framework (e.g. Angular, ReactJS, Svelte)	•		Application/ Interview
6.	Experience of CSS / SCSS and major CSS frameworks (e.g. Bootstrap 5)	•		Application/ Interview
7.	Experience of using SQL (e.g. MSSQL, MySql)		•	Application/ Interview
8.	Gathering user requirements and specify development work		•	Application/ Interview
9.	Problem solving skills and logical thinking	•		Application/ Interview
10.	Experience of using content management systems (e.g. Wordpress, Drupal)		•	Application Interview
11.	Experience of technologies source control and testing (GitLab, GitHub, Jenkins etc.)		•	Application/ Interview
12.	Experience of developing responsive, engaging and highly interactive websites / web-based applications		•	Application/ Interview
13.	Experience of developing fully accessible websites / web-based applications to recognised quality standards (WCAG 2.1)		•	Application/ Interview
SKILLS & KNOWLEDGE				
14.	Good organisational and time management skills	•		Interview
15.	Good communication skills (written and oral)		•	Interview
16.	Ability to work flexibly as part of a team and to work to deadlines	•		Interview
17.	Ability to prioritise workload to manage conflicting demands		•	Interview
18.	Demonstrate your understanding of diversity and inclusion	•		Application/ Interview
BEHAVIOURS				
19.	Promote the College's equal opportunities policy and practices	•		Interview
20.	Ensure the safeguarding of students	•		Interview

Notes

1. A satisfactory Enhanced Disclosure & Barring Service check is required for this post. Loughborough College Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
2. As part of this role, you are expected to undertake reasonable additional duties such as Exam Invigilation, Welcoming Students and Staff onto campus, supporting with open days and promoting a safe environment across the College Group. This is expected of you in the post mentioned above and all other posts within the College Group.
3. This job description and person specification was prepared in October 2026 and may be amended in light of changing circumstances following discussion with the post holder.

12. Job Description Agreement

Job Holder Signature		Date	
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