



Person Specification			
Post title	Principal IT Developer	Grade	K

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
<b>Skills, knowledge, experience</b>		
S1	Proven experience in one or more of the following competencies: <ul style="list-style-type: none"> <li>• Ability to work independently and design and develop AI systems that automate processes and generate efficiency.</li> <li>• Ability to work independently and support existing/develop new applications, fine-tune pre-trained LLMs (e.g., GPT, LLaMA, Mistral, Falcon) for specific use cases.</li> <li>• Have a strong understanding of Python and ML frameworks such as PyTorch or TensorFlow, and hands-on experience training, fine-tuning, or deploying LLMs.</li> <li>• Have a strong understanding of cloud platforms, such as Microsoft Azure.</li> <li>• Have an understanding of REST APIs.</li> </ul>	CV/SS, I
S2	Proven experience of involvement in the delivery of IT application support and development of corporate / line of business with the ability to produce accurate work on time, in budget and to user satisfaction.	CV/SS, I
S3	Proven track record of involvement in the successful delivery of IT projects which include the installation, support and development of third-party applications and / or system integrations.	CV/SS, I
S4** OR	Evidence of understanding and proven experience of supporting and developing third party corporate / line of business application systems - examples include: Microsoft Office 365, Microsoft Power Platform, Microsoft Fabric, Oracle HCM, Liquid Logic product suite.	CV/SS, I
S5**	Ability to think creatively to use up-to-date knowledge of system development and server tools e.g. C# .NET Framework, Visual Studio, Python, Azure AI Foundry and relational database	CV/SS, I

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	technologies e.g. Oracle, Microsoft SQL Server. Build and optimise prompting strategies, Retrieval-Augmented Generation (RAG), and agent-based systems.	
S6	Ability to analyse problems, make quick decisions to maintain and restore line of business applications and make recommendations to provide long-term solutions if appropriate.	CV/SS, I
S7	Able to manage own time and that of others and to assist in the development of project plans for work activities in the Business Solutions team.	CV/SS, I
S8	Ability to prioritise workload and work to tight timescales.	CV/SS, I
S9	Knowledge and awareness of formal project management methodologies, e.g. PRINCE2.	CV/SS, I
<b>Personal attributes and circumstances</b>		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Ability to understand customer’s needs and aspirations, owning problems through to resolution.	CV/SS, I
P3	Committed to identifying new and emerging business opportunities, delivering solutions that increase efficiency or reduce costs.	CV/SS, I
P4	Motivation of self and staff to achieve the highest standards to meet and exceed service delivery targets and obtain high levels of customer satisfaction.	CV/SS, I
P5	Willingness to carry out duties beyond normal working hours to ensure deadlines are met and targets achieved.	CV/SS, I
P6	Professional attitude and presentation.	CV/SS, I
<b>Communication</b>		
C1	Confidence and ability to explain/present concepts and detail to all stakeholders in a range of formats including verbal, written and presentation.	CV/SS, I
C2	Ability to direct and mentor team members.	CV/SS, I
C3	Ability to work and communicate with customers and IT Service colleagues at all levels.	CV/SS, I
<b>Qualifications</b>		
Q1	Relevant academic qualification (e.g. Degree/HND/HNC) or professional qualification (e.g. ITIL Service Management, MCS5, MCAD, MSITP) or relevant work experience in the IT applications administration, development and support field.	CV/SS, C

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Q2	Evidence of continuous professional development.	CV/SS, C
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**CV/SS** = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview  
**P** = Presentation **AC** = Assessment Centre **T** = Test

**Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:**

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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