SOUTH YORKSHIRE POLICE PERSON SPECIFICATION

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| DEPT/DISTRICT: Information Systems | POST TITLE: Senior Engineer (Data Services) |
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| GRADE: E / F  | LOCATION: Nunnery Square/Melton |

**The behaviours used for shortlisting can also be tested as interview questions. Interview questions will also be drawn from the behaviours not previously used for shortlisting purposes.**

**Key:**

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| **AF** | **Application Form** |
| **R** | **References**  |
| **OT** | **Occupational Testing** |
| **I** | **Interview** |
| **CQ** | **Certificate of Qualification** |

\* In the event of a large number of applicants who meet the essential criteria, desirable criteria will be used as a further shortlisting tool.

Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.

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| CRITERIA | ESSENTIAL | DESIRABLE | **HOW IDENTIFIED** | **SHORT****LISTING****CRITERIA** |
| SPECIALIST KNOWLEDGE REQUIRED FOR THE ROLE***(LIST ALL ASPECTS AND DECIDE WHICH ARE TO BE USED AS ESSENTIAL SHORTLISTING CRITERIA)*** |
| Knowledge and experience of enterprise ORACLE and SQL Server database management best practices. | ✓ |  | AF | ✓ |
| SQL, PLSQL or TSQL knowledge and experience. | ✓ |  | AF | ✓ |
| Knowledge and experience of database modelling, migration, reporting and data warehouse techniques. | ✓ |  | AF | ✓ |
| Knowledge and experience of application services and implementations. | ✓ |  | AF | ✓ |
| Knowledge and experience of ERP system management and integration. **(F)** |  | ✓ | AF | ✓ |
| Knowledge and experience of implementing business intelligence and data warehouse.**(F)** |  | ✓ | AF | ✓ |
| Team leadership and mentoring experience **(F)** |  | ✓ | AF | ✓ |
| Knowledge and experience of designing and deploying advanced data solutions, high availability and DR architecture. **(F)** |  | ✓ | AF | ✓ |
| Experience of contributing, recommending and reporting into management teams at various levels. **(F)**  |  | ✓ | AF | ✓ |
| Knowledge and experience of team project management & agile delivery techniques **(F)** |  | ✓ | AF | ✓ |
| ITIL Foundation |  | ✓ | AF | ✓ |
| Knowledge and experience of dealing with suppliers and contractors. |  | ✓ | AF | ✓ |
| Knowledge and experience of business and continuous improvement models. |  | ✓ | AF | ✓ |
| Knowledge and experience of IS strategy and planning. |  | ✓ | AF | ✓ |
| **BEHAVIOUR 1****Respect for Race and Diversity (A)** Considers and shows respect for the opinions, circumstances and feelings of colleagues and members of the public, no matter what their race, religion, position, background, circumstances, status or appearance. |
| ***Is polite, tolerant and patient with people inside and outside the organisation, treating them with respect and dignity.*** | ✓ |  | AF | ✓ |
| ***Listens to and values other's views and opinions.*** | ✓ |  | AF | ✓ |

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| CRITERIA | ESSENTIAL | DESIRABLE | **HOW IDENTIFIED** | **SHORT****LISTING****CRITERIA** |
| BEHAVIOUR 2***Maximising Potential*** ***(B)***Actively encourages and supports the development of people. Motivates others to achieve organisational goals. |
| ***Understands the needs, talents, capabilities and interests of staff, and matches these to development opportunities*** | ✓ |  | AF | ✓ |
| ***Accurately assesses performance, giving specific, fair and developmental feedback.***  | ✓ |  | AF | ✓ |
| BEHAVIOUR 3***Openness to Change)*** ***(B)*** Recognises and responds to the need for change, and uses it to improve organisational performance. |
| ***Encourages others to recognise the need for change and helps them to adapt to it.***  | ✓ |  | AF | ✓ |
| ***Encourages people to think of improvements and to take these forward*** | ✓ |  | AF | ✓ |
| BEHAVIOUR 4***Planning & Organising*** ***(B)***Plans, organises and supervises activities to make sure resources are used efficiently and effectively to achieve organisational goals. |
| ***Makes sure people know what a task or responsibility involves, and have the necessary abilities to carry it out.*** | ✓ |  | AF | ✓ |
| ***Manages so that only necessary expenses are incurred and reduces costs.***  | ✓ |  | AF | ✓ |

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| **BEHAVIOUR 5** ***Problem Solving*** ***(B)***Gathers information from a range of sources. Analyses information to identify problems and issues, and makes effective decisions. |
| ***Carries out research to identify relevant facts that are not immediately available.***  | ✓ |  | AF | ✓ |
| ***Analyses information carefully to make sure it has not been misunderstood.***  | ✓ |  | AF | ✓ |
| **BEHAVIOUR 6** ***Effective Communication*** ***(B)***Communicates ideas and information effectively, both verbally and in writing. Uses language and a style of communication that is appropriate to the situation and people being addressed. Makes sure that others understand what is going on. |
| **BEHAVIOUR 7*****Team Working*** ***(B)***Develops strong working relationships inside and outside the team to achieve common goals. Breaks down barriers between groups and involves others in discussions and decisions. |