



# Job/Person Specification

## Web Application Technical Lead

Talis is the UK's leading supplier of Library Management Systems. We are recognised for delivering innovative solutions that support and enrich education, learning and local communities. Today more than one quarter of UK academic and public libraries have successfully implemented our library management suite, enabling libraries to deliver dynamic services required by their users.

### The Role

We have an opening at Talis within the Library Division for a Web Application Technical Lead to drive the continuing development of Talis Prism, our next generation library catalogue product. This role makes technical decisions around the architecture, design and implementation of the product and manages a small team.

### To be successful at this role you will:

- Be passionate about software business and software design/architecture.
- Have an appreciation for the importance of delivering high quality work and experience of agile methodologies.
- Be a good communicator, being able to interact and share information openly with other teams including Sales and our Technical Infrastructure teams.
- Have a strong sense of ownership and responsibility.
- Have experience of leading and motivating a small team, as well as offering guidance and support.
- Have a technical vision and enjoy high level decision making, debate and negotiation.
- Have strong programming experience, including web services, UI design and SAAS systems.
- Be willing to learn new skills and work with a variety of programming languages.
- Ideally have a background in software engineering and a relevant degree, although evidence of the ability to learn is more important.
- Understand the best working relationships are built on trust and honesty.
- Appreciate that very important information can come from surprising places and be open to hear it.
- Understand the importance of the culture at Talis to support the success of everyone here.
- Have fun working with a dynamic group of smart challenging people.

### Technical skills required

- Well versed in several popular development languages (for example Java C, C++ C#)
- Web development languages such as PHP and Perl
- Understanding of databases (SQL-based and others)
- RDF and data optimisation
- Understanding of how software and databases interact for performance
- Logical and clear communicator
- Developed and strong organisational skills
- Previous evidence of leading in the development of software - possibly as a programme manager



### **How do I apply:**

Take a look at the problems below and answer *two* of them. Then send your answers (together with your CV and an application letter) to [careers@talis.com](mailto:careers@talis.com).

1. Ensuring web applications work effectively across different browsers is hard. Explain how you would go about ensuring a web application functions correctly with Yahoo's list of A-grade browsers, covering both development and testing approaches.
2. URIs play a very significant role in the way a site appears on the web; WordPress blogs, for example, have a variety of URI schemes they can use. HttpRange-14 adds further implications for the use of # based URI schemes. Outline a URI scheme for a car dealership website and explain the trade-offs made?
3. If you were asked to write a book based on your technical expertise, what would the title be and what chapters would it contain?

The starting salary for this post is between £45 - £50k, depending on skills and experience. In addition to an attractive salary, we offer a contributory pension scheme, BUPA (after probation), immediate cover on an exceptional Health Cash Plan, including dental and optical cover. Flexible and home working opportunities are also offered. Training and further professional development opportunities are also supported. We envisage you working on average a 36.25 hour, five day week. Annual leave entitlement is 22 days increasing by 1 day per annum to 27 days.

There will be multiple steps in the interview process.

These details do not form part of any contract.

Talis is an equal opportunities employer. All applicants are considered on the grounds of individual ability regardless of factors such as gender, age, race, ethnic origin or disability.