

JOB DESCRIPTION

POST TITLE	:	Senior Systems Developer
LOCATION	:	On Site Delivery
SALARY	:	Up to £41,934 depending on experience
RESPONSIBLE TO	:	Head of Systems and BI
CLOSING DATE	:	5.00pm Wednesday 25 February 2026
INTERVIEW DATE	:	Wednesday 4 March 2026

About The Role

We are looking for an experienced and motivated systems developer to join our growing Systems and BI team at Burnley College. The role will entail working on both core proprietary FE systems such as Tribal EBS and building bespoke web applications to ensure processes and operations are efficient and robust.

Responsibilities

- 1 Lead the implementation, development, and optimisation of Tribal EBS modules, workflows and integrations.
- 2 Create and maintain EBS integrations with external systems (finance, HR, VLE, safeguarding, student support systems etc.).
- 3 Manage upgrades, patches, and environment configurations, ensuring minimal disruption to service.
- 4 Monitor system performance and proactively resolve data or process issues affecting MIS operations.
- 5 Work closely with MIS and Administration teams to interpret business requirements and translate them into robust EBS solutions.
- 6 Design, build, and maintain secure, scalable custom web applications to improve business processes across the College.
- 7 Utilise APIs to connect EBS with web-based systems and third-party applications.

- 8 Ensure all web applications comply with FE data standards, GDPR and security requirements.
- 9 Lead on the development of responsive interfaces for staff, students, and external partners.
- 10 Lead on implementation of best practices within the Systems team e.g. documentation, security practices and source control.
- 11 Analyse business processes and recommend system improvements or automation opportunities.
- 12 Provide technical leadership, guidance, and mentoring to junior developers and apprentices.
- 13 Lead cross-departmental technical projects from requirements gathering through to deployment and post-implementation support.
- 14 Communicate complex technical concepts clearly to non-technical stakeholders.
- 15 Provide advanced technical support for EBS and internally developed applications, including issue investigation and root cause analysis.
- 16 Monitor emerging technologies, Tribal product developments, and FE sector regulatory changes to keep solutions relevant and compliant.
- 17 Drive continuous improvement in development standards, coding practices, and deployment processes.

HOURS:

Core hours are between 8.30 – 5.00 pm every day and teams are expected to work flexibly in regards to their start and end times, subject to the needs of the learners and the wider team, and hours can fall outside of the core hours detailed above.

Person Specification

Post: Senior Systems Development

Division: Systems & BI

<u>Qualifications</u>	Essential/ Desirable	To be identified by
1 Educated to Level 3 (Typically A Levels or T Level but other qualifications will be considered)	D	Application form/ Interview
2 Educated to degree level	D	Application form/ Interview

Knowledge/Skills

1	Strong problem-solving abilities with a Logical and analytical approach	E	Application form/ Interview
2	Understanding of basic programming concept	E	Application form/ Interview
3	Strong attention to detail	E	Application form/ Interview
4	Excellent organisation and planning skills	E	Application form/ Interview
5	Excellent customer service skills – Personable, approachable and helpful	E	Application form/ Interview
6	Good numeracy skills and an ability to apply basic mathematic concepts within a technical environment	E	Application form/ Interview

Experience

1	Experience of administering and/or configuring tribal EBS (<i>this would be highly advantageous</i>)	D	Application form/ Interview
2	Exposure to one or more programming languages (through education, training, or personal projects)	E	Application form/ Interview
3	Experience of developing software within industry software development environments such as Visual Studio	E	Application form/ Interview
4	Experience of querying databases using T-SQL	E	Application form Interview

Personal

1	Commitment to the delivery of excellent support to our students	E	Application form/ Interview
2	Self-motivated and enthusiastic, with a desire to learn and develop new skills	E	Application form/ Interview



3

A positive team player who can collaborate well with others and contribute to a supportive working environment

E

Application form/
Interview

BUILDING FUTURES CHANGING LIVES

We are committed to Equality and Diversity and to selection on merit. We welcome applications from all sections of society.

