


PERSON SPECIFICATION

COMPANY NAME: TCS Computer Services Limited The Brewhouse, 19 Bourne Road, Bexley, Kent, DA5 1LR Reg. No. Cardiff 309737	TYPE OF COMPANY: Microsoft Gold Certified Partner Software House 
JOB TITLE: Support/Developer	
JOB GRADE: Analyst Programmer, Senior Analyst Programmer or Consultant; dependant upon experience.	
EDUCATION: Essential: <ul style="list-style-type: none">BSc Computer Science, or a minimum of a Science Degree and then demonstration of continued formal Software Development training and experience. Desirable: <ul style="list-style-type: none">A Microsoft Certified qualification would be a distinct advantage, such as MCP, MCAD, MCSD.	
ABILITIES: Essential: <i>Technical</i> <ul style="list-style-type: none">Microsoft SQL Server 2000/2005 Database Development and Environment Administration.Microsoft .NET development in C# or VB for Desktop or Web Applications.Use of Microsoft Office tools for Documentation, Self Organisation and Development. <i>Non-Technical</i> <ul style="list-style-type: none">Ability to plan and organise their workload and manage their time; alsoAbility to work and communicate within a team; alsoAbility to interact directly with our Clients and other third party suppliers.Ability to meet deadlines, good time keeping and punctuality.Technical Problem Solving and investigation. Desirable: <i>Technical:</i> <ul style="list-style-type: none">Microsoft SoftGrid – Currently important to TCS and of growing strategic importance.Microsoft Windows Server 2003/2008 Administration includingMicrosoft Active Directory and Group Policy Management.Microsoft Network Management including TCP/IP, DNS and DHCP.Microsoft Virtual Server/VMWare Deployment and AdministrationMicrosoft Exchange 2003 Deployment and Administration.Microsoft ISA Server 2004/2006 Deployment and Administration.Microsoft Internet Information Server Deployment and Administration. <i>Non Technical:</i> <ul style="list-style-type: none">An understanding of the commercial implications of estimating, planning and performing work to a plan and also the implications of bad estimating and planning.	

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WORK EXPERIENCE:

Essential:

- Ideally 5-10 years relevant experience (absolute minimum is 2 years), optimum 2-5 years gained in Microsoft Certified Partner Software House, delivering Client Consulting, Development, Infrastructure Deployment and Administration and On-Demand Application Support services.

Desirable:

- Microsoft SoftGrid Sequencing and Support.
- Internal Infrastructure and Windows 2003 Server Deployment and Support.
- Technical Documentation, including Requirements Analysis, Software Specification and Internal IT Systems.

PERSONALITY:

Essential:

- Self reliant and motivated with pride in technical and professional rigour.
- Can work independently without being "hand held".
- Adventurous with a desire to investigate and explore in order to solve problems.
- Flexible – as the workload and type of work varies over time.
- Understanding and patience – essential for working with clients.
- Good Communicator – essential for:
 - Working on a one-person-project to keep others informed of progress;
 - Working within a team to influence and generate confidence; or
 - Interacting directly with our Clients and other third party suppliers.

Desirable:

- Good sense of humour and ability to work well with a range of other personalities.

MOTIVATION:

Essential:

- Capable of demonstrating a long term commitment and pride towards good work ethics and the desire to achieve a high degree of technical excellence in their deliverables.
- Understanding and willingness to build and maintain good client relationships.
- A willingness to be part of the team to build the business and to adopt the company's strategic goals.

Desirable:

- Depending upon experience, the candidate should possess the desire to progress their understanding and knowledge of IT Systems and Software Development and progress to more senior levels within the organisation.
- Possess a keenness to keep up to date with evolving technologies in work related areas, such as Microsoft Development Tools and Server Products and how these can be utilised in the company.

CIRCUMSTANCES:

Essential:

- Ideally local or willing to relocate – in order to reduce the carbon footprint of our employees' commuting and in consideration of reducing rush hour traffic.
- Ability to be flexible in terms of hours worked. Some weeks may require an individual to work more than contracted hours in order to meet a deadline for which they are responsible for meeting.
- Ability to travel/commute to client sites; sometimes for extended periods.

Desirable:

- Some weekend/evening working may be required in order to perform tasks at client sites outside of their core working times to prevent downtime of services. This is expected to be infrequent.