dimensions

Work with us...
Join our Business Support team

Job description, person specification and other information on why joining the Dimensions team is a great choice to make!

Welcome

As one of the country's largest not-for-profits, we are driven by our values. People with learning disabilities and their families are at the heart of everything we do and we want every person we support to have a great life, with excellent outcomes. We couldn't achieve this without a wide range of business support functions, either based within our central services teams or within regional teams.

It all starts with you!

Why choose Dimensions?

We're an organisation that sets the standards for our sector.

By joining one of our business support functions you'll use market leading technology and tools to help us become an exemplar organisation, making sure we're the best we can be.

We encourage all our colleagues to have a healthy work-life balance and we'll work with you to regularly identify opportunities to develop your skills and career.

We can offer great opportunities for career development and offer sector-leading training programmes and qualification opportunities.
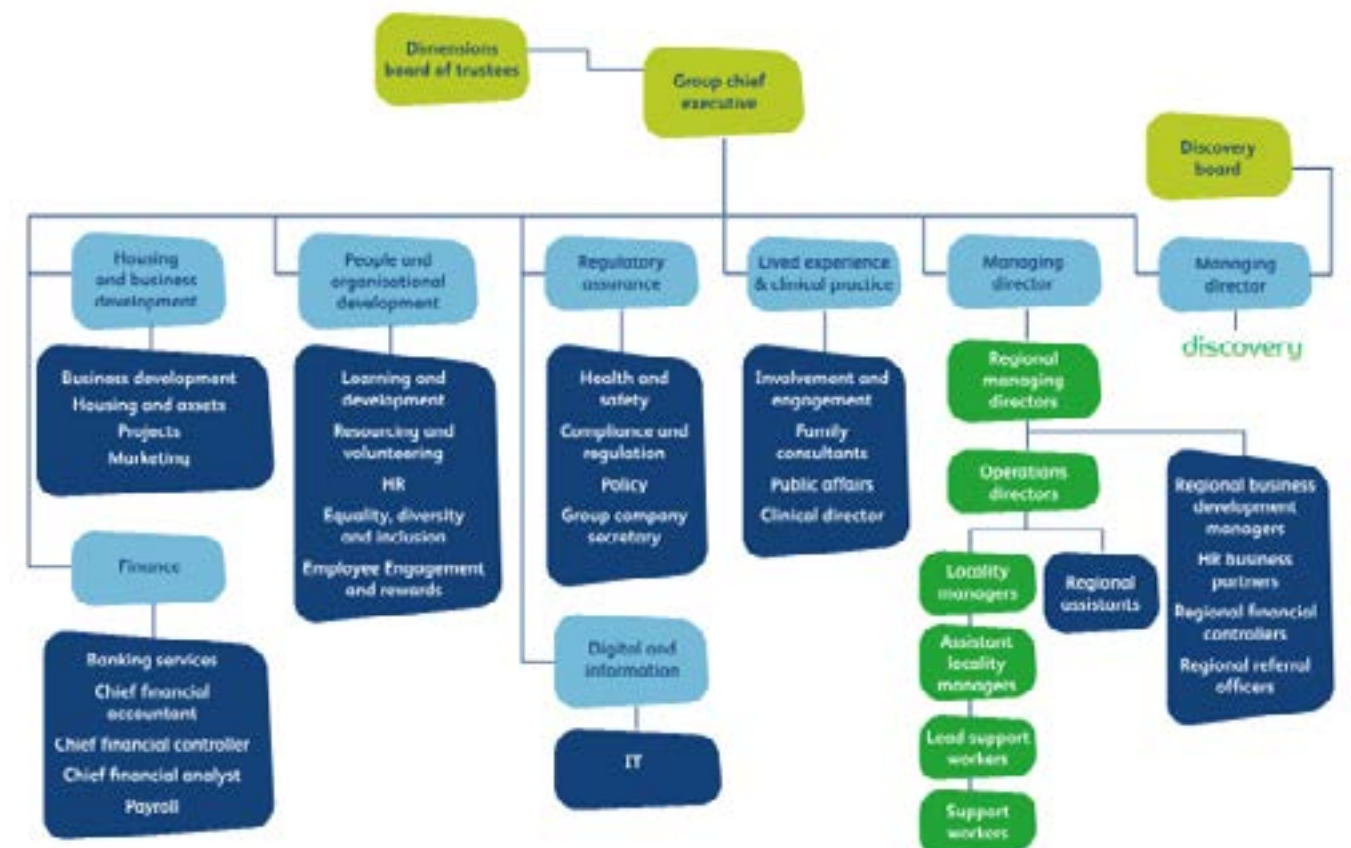
We are an inclusive employer, valuing the diversity of our workforce, being respectful of differences and making reasonable adjustments to ensure people reach their full potential.

Your hard work and dedication won't go unnoticed. You'll make a real difference to people's lives and could be nominated for our Inspiring People recognition scheme.

Our team and our values

We are a values based employer, which means we expect everybody to demonstrate our five core values:

- **Ambition:** helping people be the best they can be
- **Courage:** being brave enough to make a difference

- **Integrity:** being honest and fair in all the things we do
- **Partnership:** working with other people to make a bigger difference
- **Respect:** treating everyone fairly and knowing that everyone's voice is important.

Our career development programme:

Aspire

All permanent colleagues have regular opportunities to gain a place on our award-winning career development programme, Aspire.

If you secure a place, you'll explore new ways and opportunities to progress with help from a professional career coach.

Your coach will support you to develop your training, job shadowing and networking opportunities.

From here, you'll work together with your line manager to establish a career development plan and see how you can achieve your goals.

Our skills development programme:

Learning Connect

Learning Connect is a fresh and interactive online learning platform available to all our colleagues.

You'll have the opportunity to work through a wide range of training courses and development pathways – learning new skills and improving your knowledge in areas such as assertiveness, time management, project management and handling conflict.

Your development

- We provide a thorough induction and training programme when you join us.
- In addition to regular 1-2-1s and annual appraisals, we'll help you develop and progress your career.
- We've invested to provide you with free, ongoing access to a huge range of training and support to help you develop.

Moving on up

- We offer fantastic career development opportunities and have a 'promote from within culture'.
- Aspire, our award-winning career development programme, will support to you to develop the skills, confidence and experience to progress your career within the Dimensions Group.
- We provide financial bonuses every five years through our Long Service Awards.

Our benefits

Our sector-leading package of colleague benefits really builds up... Your benefits can be worth up to £1,220 per year.

Your reward

- Competitive salary.
- 30 days annual leave entitlement (including bank holidays), rising to 35 days.
- Pensions, including a money purchase scheme with employee and employer contributions.
- An occupational sick pay scheme.
- The opportunity for flexible working.

Looking after you

- Free access to the Employee Assistance Programme (EAP) with a 24/7 helpline for advice – also available to family members.
- A comprehensive wellbeing strategy and listening network.
- Free death in service life assurance cover.

Valuing you

- Discounts and cashback on shopping through Rewarding Dimensions.
- Recognition of excellence in our Inspiring People awards.
- £200 bonus for recommending a friend to work for us if they're employed.
- You may also benefit from a work mobile phone, our bike to work scheme, season ticket loans, and more.

"Every individual makes a difference to the quality of support we provide, whatever job they do"

Stella Cheetham
Group Director of People & Organisational Development

"At Dimensions we believe that each and every role within the organisation contributes to achieving our organisational purpose: supporting people with a learning disability or autism to enjoy life to the full.

We encourage people from our central services to get out and about, to meet our operational colleagues and experience the work we do to support people.

We recognise that all of our roles have a vital contribution to make. We ensure that everyone is aware of the individual difference they can make to the quality of support we provide, whatever job they do."

Technical Architect

Job description and person specification

Accountable to: Group Chief Digital & Information Officer (CDIO)

Purpose of the role

Working alongside the Innovation & Solution Architect, this role will jointly own responsibility for the Enterprise architecture and delivery of the strategy laid out by the CDIO. You will be working within a Microsoft stack, requiring good knowledge of .Net and the supporting cloud technologies, as well as picking up knowledge on two in house systems. The current architecture is a mix of bespoke system development for HR, talent management and rostering, together with an Oracle ERP cloud Fusion system in final stages of delivery. Multiple specialised functions utilise a series of systems, with bespoke integrations which will be reviewed for suitability in the context of an Enterprise Architecture plan that will have the Oracle ERP at its core.

You will have the opportunity to influence infrastructure, systems and Data structures as we review and modernise our architecture, enabling efficiency and new ways of working for our colleagues.

A key part of the role is your understanding of our bespoke system, Dimensions Online. Built on our Private Cloud virtual servers, this is a Microsoft Technology stack:

- SQL Server Database
- Component test, Code library, software modules and Object-relational mapping using the Serenity Framework
- Three layers of APIs – System layer, Process layer and Experience layer which take on various roles within the platform to link components, move data and provide integration for external systems

Building understanding of the system architecture and documentation working to provide a level of support to the business with the solution architect, Product development and Data development teams.

Core duties

- Work alongside key stakeholders and business analysts to understand current state of architecture and co-create the Enterprise Architecture plan
- Working alongside the Innovation & Solution Architect and Product development team to build working knowledge of the architecture of our bespoke HR system Dimensions Online and the existing integrations between systems
- Provide high level design support across Dimensions Online and integrations between systems, ensuring solutions are securely supported

- Working with the Technology Team to optimise existing and plan future infrastructure, system and data architecture
- Engaging with Business Leaders to build an understanding of existing processes to develop an Enterprise Architecture built around requirements and best practice processes
- Create proposals and business cases for business beneficial changes to the architecture
- Consider the Information Security implications of existing and new architectures with Cyber threat management as a core design feature
- Consider public vs. private cloud adoption options on costs, performance, extensibility and best fit for Dimensions UK requirements and propose and plan as required

Please note:

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with the role.

In additional to the above you are expected to:
- Undertake other duties from time to time as required by your Director.
- Maintain confidentiality in accordance with our data protection policy and procedure.
- Work on an agile basis between your home and the Company's offices and/or any other locations as is reasonably required

Person specification

Please use this in conjunction with the advertised requirements. The final column indicates how we will tell if you have provided evidence of the required criteria. Criteria considered from the application form will be marked Shortlisting, those reviewed when we meet you will be marked Interview and those considered via assessment at interview will be marked 'test'.

Qualifications		
Bachelor's degree or relevant experience working within an office environment within information technology, systems or reporting.	Essential	Shortlisting
Microsoft qualifications or significant experience and demonstrable skills across the Microsoft stack including .Net	Essential	Shortlisting
Full clean driving license.	Desirable	Shortlisting

Experience

Experience		
Experience working on major systems implementations	Desirable	Interview
Proven Technical BA/Solution Architecture experience and qualifications, aligned to industry best practice (ie TOGAF, UML SAS, SQL, VB, Microsoft Office tools)	Desirable	Interview
Knowledge of enterprise systems, including CRM, HCM, billing, eCommerce and ERP systems	Essential	Shortlisting
Understanding of architecture and platform standards and best practice implementations	Desirable	Interview
Experience of different databases and stores including relational, document, graph, object	Essential	Shortlisting
Experience of working in Social Care and or NHS/Health organisations	Desirable	Interview

Skills

Skills		
Ability to manage stakeholders/customers' expectations and prioritise appropriately	Essential	Interview
Excellent communications skills - able to bridge between technical and business teams and explain complex technical subjects in understandable terms	Essential	Interview
Ability to create detailed functional and non- functional requirement and functional design documents as required to support the technical teams	Desirable	Interview
Ability to understand complex problems and focus on the critical issues, providing solution recommendation	Essential	Interview
Ability to work on several projects simultaneously, working with ambiguity and conflicting priorities	Essential	Interview
Able to provide advice on technologies and frameworks to use	Desirable	Interview
High level of Microsoft administration skills and knowledge including scripting and manipulation of AD	Essential	Interview

Formulation of sound business case arguments to underpin improvement proposals	Essential	Interview

Knowledge and understanding

Knowledge and understanding		
Broad understanding of systems integration and APIs	Desirable	Interview
Experience/knowledge of Oracle Fusion cloud ERP	Desirable	Interview
MS Azure Cloud experience	Desirable	Interview
Knowledge of GDPR and its ramifications on technology and IT	Essential	Interview
Knowledge of information technology, IT trends and strategies	Essential	Interview
Knowledge of data processing programming languages and techniques	Desirable	Interview

Attributes

Attributes		
Demonstrate commitment to equality, diversity, inclusion and the values of Dimensions	Essential	Interview
Proven ability to effectively communicate and influence different audiences, both technical and non-technical.	Essential	Interview
Demonstrated ability to prioritise and handle multiple tasks and to meet competing project deadlines.	Essential	Interview
Ability to advise and recommend credibly at all levels whilst managing complex stakeholder relationships.	Essential	Interview

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Proving life can get better

Dimensions provides evidence-based, outcomes-focussed support including sector leading positive behaviour support for people with learning disabilities, autism and complex needs. We help the people we support to be actively involved in their communities.

Contact us

Email: resourcing@dimensions-uk.org

Telephone: 0300 303 9019

Find out more

www.dimensions-uk.org/careers

Find us on social media @DimensionsUK