

ANALYST DEVELOPER

CHURCH COMMISSIONERS FOR ENGLAND –
INVESTMENT DIVISION



CHURCH COMMISSIONERS *for* ENGLAND

JOB TITLE:	Analyst Developer
LOCATION:	Church House, Great Smith Street, London, SW1P 3AZ
ACCOUNTABLE TO:	Head of Investment Systems
KEY RELATIONSHIPS:	Business users across the division e.g. Portfolio Managers, Investment Services inc. Accounting & Projects & I.T. Product vendors, Third-party service providers
BACKGROUND:	<p>The Church Commissioners for England is a statutory corporation that is a major financial institution managing over £10 billion of assets for the Church of England and an administrative body with regulatory and quasi-judicial duties. It has representatives of Church and State on its governing body and is answerable to Parliament and the General Synod of the Church of England. Financial returns are used to support the mission and ministry of the Church of England.</p>
JOB SUMMARY:	<p>We are seeking a highly motivated Analyst Developer to join our Investment Systems team. The ideal candidate will have a strong background in software development including experience in building, supporting, and enhancing several business-critical systems to support the investment and operational aspects of the Investment Division.</p> <p>This role will play a key link as the interface between the internal team and/or external software vendors and the business teams. The individual needs to form good working relationships with all parties to be able to partner with the Investments team across Front & Back Office to aid the Investment Division in its mission.</p> <p>Initially, there is a need to replace the existing legacy systems within the Investment Division as we embark upon an ambition project to upgrade our Public & Private market infrastructure. This role will continue within the Investment Division after the project is completed and will be a central point for any continued work or support the business requirements.</p>

MAIN DUTIES AND RESPONSIBILITIES

ENGINEERING

- Primary focus developing, supporting, and enhancing solutions in response to requirements from the business in addition to working on larger projects.
- Design and deliver in-house applications and work with vendor-based solutions.
- Assistance with seeking out potential opportunities outside of the existing land portfolio.
- Assisting planning colleagues with development advice related to local plan promotions, development briefs, planning applications, appeals and public inquiries.
- Assisting with the negotiation of legal agreements with planning authorities, development partners, utilities providers, including (but not limited to) section 106 agreements, landowner/collaboration agreements, sale contracts and overage deeds.

TECHNICAL DESIGN

- Work alongside the technical leads and Head of Investment Systems to develop and architecture, testable and scalable solutions.
- Expected to make technical decisions that require a strong understanding of the problem domain i.e., both solid technology and business knowledge.

ANALYSIS

- Proficiency in gathering, documenting, and analysing business requirements from stakeholders.
- Developing To-Be processes in consultation with stakeholders.
- Maintain effective communications and transparency on development activity for stakeholders

SUPPORT

- Ensure solutions are well designed and documented.
- Act as 1st line support where necessary for internal built integration & applications in conjunction with other members of the Investment Systems team

The main duties and responsibilities of your post are outlined in this job description. This list is not exhaustive and is intended to reflect your main tasks and areas of work. Changes may occur over time, and you will be expected to agree any reasonable changes to your job description that are in line with the general nature of your post. You will be consulted about any changes to your job description before these are implemented.

PERSON SPECIFICATION

ESSENTIAL

KNOWLEDGE/EXPERIENCE:

- Minimum 3-4 years' professional experience in software development using Python (3.10+), C# and SQL.
- Full stack developer: comfortable writing code to access data, develop middleware (APIs/Microservices), to front-end web development.
- Microsoft Azure Infrastructure, Event Driven Architecture (Designing and implementing).
- Previous experience working in an asset owner/manager environment, ideally having worked directly with Front Office/Risk teams.
- Delivery of results – as demonstrated through the ability to initiate action to resolve problems, overcome barriers and exploit opportunities.

SKILLS/ABILITIES:

- Good understanding of modern software architecture and cloud platforms
- Possess the ability to act as an Analyst by defining business requirements, specifically around market and valuation models, SAA & TAA Risk & liquidity forecasting, Economic Scenario Generation etc.
- An understanding of various asset classes (equities, fixed income, fx, etc)

QUALIFICATIONS/TRAINING:

- Bachelor's degree in STEM field, preferably Computer Science or equivalent.

PERSONAL ATTRIBUTES:

- Friendly, enthusiastic and professional.
- Consultative and collaborative team player.
- Self-motivated with initiative and the necessary drive to deliver results.

DESIRABLE

KNOWLEDGE/EXPERIENCE:

- React, AG Grid & High Charts experience is advantageous
- Microsoft Fabric, Power BI, Databricks.
- Microsoft Azure Dev Op's SDLC (including yaml CI/CD pipelines deploying to Azure resources).

QUALIFICATIONS/TRAINING

- CFA / CQF / CAIA

SKILLS/ABILITIES:

- Target Operating Model Documentation – ability to articulate & document current & to-be operating models.

CIRCUMSTANCES:

- Some tasks may occasionally involve working out of normal office hours to meet deadlines.

GENERAL INFORMATION

WHO WE ARE AND OUR VALUES

The National Church Institutions comprises a wide variety of teams, professions and functions that support the mission and ministries of the Church of England in its vision to be a church, centered on Jesus Christ, for the whole nation - a church that is simpler, humbler, bolder.

WE INCLUDE. YOU BELONG.

Our Belonging and Inclusion Strategy aims for everyone in the National Church Institutions (NCIs) to feel that they belong and are valued for who they are and what they contribute. Together, our people contribute in different ways towards our common purpose, whichever NCI they work in and whatever their background.

Living out our values in all that we do, we:

- Strive for **Excellence**
- Show **Compassion**
- **Respect** others
- **Collaborate**
- Act with **Integrity**

We believe our commitment to belonging and inclusion fuels our progress and drives us forward. The NCIs are a safe, inclusive workplace for people of all backgrounds and walks of life.

We welcome applications from people of all faiths and of no faith. We want to encourage applications from a diverse group of people who share our values. Even if you have never thought about working for us before, if you have the skills and experience we're looking for, we would like to hear from you.

STANDARDS OF BEHAVIOUR AND CONDUCT

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

HEALTH AND SAFETY RESPONSIBILITIES

The NCIs take Health and Safety at work very seriously and require their staff to familiarise themselves with, and follow, their policy.

CONFIDENTIALITY

Staff must not pass on to unauthorised persons, any information obtained in the course of their duties without the permission of their Head of Department.

TERMS OF EMPLOYMENT

SALARY & INCENTIVE:	Salary & Incentive is competitive.
LOCATION:	Church House, London (currently Hybrid 2-3 days in the office)
HOURS OF DUTY:	Normal hours of work are 35 per week, Monday to Friday with an hour's unpaid break for lunch.
PENSION CONTRIBUTIONS:	Staff will be automatically enrolled in the Church Administrators Pension Fund (CAPF, DC Section) unless they choose to opt out. The National Church Institutions have an income protection insurance arrangement.
PRIVATE HEALTH INSURANCE:	Staff will be automatically enrolled in the AXA and Mediacash Private Health Schemes unless they choose to opt out.
ANNUAL LEAVE:	25 days paid leave per leave year. This is exclusive of public holidays and additional holidays approved by your employer.
SEASON TICKET LOAN:	Staff are eligible to apply for an interest-free travel season ticket loan for their journey to and from work.
CONTRACT:	The post is offered on an open ended basis, subject to a six- month probationary period.

Please contact Glen Carlile on +447790865114
or email glen.carlile@churchofengland.org for more information.