iSeries Development Lead

Salary: £60,348 - £62,766 per annum (Grade 13)

Contract type: Full-time (36.5 hours per week), Permanent

The challenge

At WJEC, we contribute to our education communities by providing trusted qualifications and specialist support, to allow our learners the opportunity to reach their full potential. This is a fantastic chance to be part of an organisation that both encourages and enhances the minds of tomorrow.

The role

The iSeries Development Lead is key to ensuring our examinations related systems run reliably for a myriad of external and internal stakeholders. They provide leadership and management to a team of 5 developers at various stages in their career and act as a point of reference across the business in regard to COBOL and RPG programming languages.

They'll be closely involved in the design, implementation and integration of business systems, setting the technical direction of the deliveries then applying the principles and methodologies of software engineering to the technical design, development, testing, and maintenance of applications and services.

About you

Candidates will have significant experience developing systems in a computer language such as RPG, COBOL, Java, or .net, ideally with some understanding of the AS400 operating environment. They'll be good at networking and be able to communicate effectively with a range of stakeholders to understand system requirements and produce development specifications that mitigate risk and support various needed integrations. Previous experience managing a team and providing technical and pastoral support to others would also be advantageous.

Benefits

At WJEC, we pride in being an inclusive and supportive place to work. We also offer a range of excellent benefits including: 25 days annual leave per year (in addition to 16 statutory / additional holidays), free Welsh lessons, a competitive pension scheme and numerous family friendly policies. A career with WJEC can be extremely rewarding and you will be encouraged throughout with great opportunities to develop your professional and personal skills.

WJEC operates a hybrid working model, enabling the successful candidate to split their time between WJEC offices and working at home, subject to business need. As such, applications are invited from individuals across the UK but please note that regular working from our Cardiff offices will be required. Welsh language skills are not essential but the willingness to learn is always valued.

If you would like to know more about this role, or about working at WJEC, please do not hesitate to contact our HR team (HR@wjec.co.uk), who will be more than happy to help.

Please visit our website to download a copy of the job description and application form.

Closing date: 23:59, Sunday 11 January 2026

Interviews are anticipated to be held in person on Monday 26 January 2026

JOB DESCRIPTION

Job Title:	iSeries Development Lead
Department:	Digital and Transformation
Section:	Technical Services
Responsible to:	Assistant Director of IT
Grade:	13
Location:	Western Avenue

Main purpose of Job:

The iSeries Development Lead will lead a team of development professionals who are responsible for the design, implementation and maintenance of exam processing data solutions for multiple products and services used by internal and external stakeholders.

The post holder will collaborate with other stakeholders including product managers, developers, research, business intelligence and marketing, to ensure that the data team delivers high-quality and innovative solutions that meet the business goals and user expectations.

As part of the IT Development Group, the post holder will work collaboratively with colleagues in Solutions Delivery, the wider IT team and across the organisation, to ensure the successful delivery of projects and service level agreements. A key element of the role will be providing regular updates on project progress to the project lead, ensuring that project deliverables are completed within the appropriate timeframes and that workload is effectively prioritised within the team.

Principal Duties and Responsibilities:

iSeries Maintenance and Development
- To lead the maintenance and modernisation program for iSeries-based components and services.

- Lead the maintenance and enhancement of existing iSeries software using current programming languages (primarily COBOL & RPG but utilising CL and DDS) whilst ensuring that software amendments do not materially affect operational considerations.

- Identify development projects for iSeries enhancements and new application processes, reporting on short, medium and long-term development projects, highlighting risks and providing contingency plans.

- Ensure system development conforms to development standards and frameworks

- Manage and ensure regulatory data extracts and examination processing workloads are produced on time and are accurate in accordance with specifications.

Solution Design and Delivery
- Act as lead RPG / COBOL system developer.

- Be design authority for exam systems integrations between WJEC and external partner systems. Evaluate externally produced software to ensure that design principals are maintained, and data flows are accurate.

- To design and implement code packages, applications and systems based on business and IT requirements, and architectural designs using appropriate methodologies, tools, languages and formats.

- Provide exam series systems analysis, support, and enhancement expertise, advising PMO on progress.

- Provide technical advice on infrastructure required to host applications

- To design user interfaces within the examinations systems; including front end screens and links to back-end processes and recommend programming languages to be used by programmers.

- To ensure appropriate testing and user training is carried out.

- Ensure all software and data systems are in line with architectural guidelines, following the architectural, programming and documentation standards specified within the IT Development Group.

- Produce clear and well-structured documentation to support designs/solutions where required, ensuring adherence to version control and task management standards.

- To work with relevant internal and external staff to determine IT requirements, consider the impact of any change and the feasibility of alternative technical solutions. To provide outline programming specifications for programmers/developers and establish formal system specifications after establishing requirements.

Project Management
- Input and contribute to strategic projects and IT system developments, ensuring appropriate project documentation and risk registers are in place.

- Working collaboratively with colleagues in Solutions Delivery and the wider IT team, gather and define user requirements for both internal and external service users.

- As part of the IT Development team, work to meet project deadlines and the successful delivery of service level agreements, ensuring that workloads are prioritised appropriately in line with business requirements.

- Provide regular updates on project progress to the project lead, ensuring that project deadlines are completed within the appropriate timeframes.

Stakeholder Engagement
- Liaising with internal colleagues in all areas of the business to enable learning, collaboration and improvement, providing support and solutions as required.

- Establishing effective communication channels with users throughout the design and implementation process, relaying complex technical concepts in a clear and concise manner.

- Working collaboratively as part of a team to understand existing code bases and produce code that is tested, readable and built with a view to industry best practices.

Line management
- To lead and manage the iSeries team, including relevant recruitment and selection, allocation of workloads and providing pastoral care and feedback.

- Manage and mentor a technical team, providing guidance, support, and professional development opportunities.

- To be responsible for performance management of team members including managing probation/PMR, setting objectives and supporting their delivery.

- Inspire and support continuous improvement opportunities relevant to the department.

Other

- Alongside fellow team members, having a shared responsibility for maintaining and securing data assets.

- To understand and comply with all WJEC policies and procedures detailed in the Staff Handbook; in particular, ensuring you understand your role and responsibilities in relation to Safeguarding, Information Security, GDPR, Confidentiality, Welsh language and Health, Safety and Environment.

- Participate actively in supporting the principles and practice of equality of opportunity as laid down in WJEC's Equality & Diversity Policy, embedding ED&I into all projects, policies and practices.

- To be a pro-active team-member, contributing positively to meetings and projects in support of WJEC aims and objectives.

- To engage in personal and professional development activities relevant to the role.

- To undertake other duties, as required, which are commensurate with the grade of the post.

Person Specification	
Job Title:	iSeries Development Lead
Department:	Technical Services

Highly Desirable criteria are the optimum skills and experience the applicant will ideally have. Desirable criteria are those which would add value to the job if present, and also include potential for growth and development into the role.

Skills and Abilities

Highly desirable
- Excellent communication, interpersonal and presentational skills, with the ability to explain complex material to a variety of audiences across a range of medium.
- Self-driven, with an ability to independently manage conflicting deadlines and respond to changing demands effectively.
- Excellent interpersonal skills, with the ability to engage with, negotiate, influence and motivate a range of stakeholders.
- Analytical and methodical, with the ability to produce detailed and clear development specifications for development and testing.

Desirable
- Ability to communicate through the medium of Welsh or willingness to learn.

Knowledge

Highly desirable
- Highly skilled knowledge of one or more of the following:
  - RPG
  - COBOL 400
- Good working knowledge and understanding of one or more of the following:
  - AS400 operating environment.
  - CL, DDS
  - Development methodologies such as agile
  - Transact-SQL

Desirable
- Knowledge of source control technologies and management.
- A basic understanding of the UK education awarding frameworks.

Experience

Highly desirable
- Experience and ability to generate design specifications in relation to data processing.
- Significant experience of developing systems in a relevant computer language (i.e. RPG Cobol, Java, .net etc), including the production of specifications and testing user journeys.
- Demonstrable experience of documenting code bases and modernising legacy code for future compatibility and execution.
- Experience of designing/maintaining databases (using DB2, Sql server, etc).
- Prior experience of producing integration workflows for system interdependency management.

Desirable:
- Experience of leading and managing staff; delegating work, monitoring performance and providing professional development and pastoral care for a team.

Training / Qualifications

Highly desirable
- Educated to degree level or equivalent professional qualification or demonstrable experience for the role.

Desirable
- Relevant professional accreditation (BCS membership / accreditation, FED-IP accreditation or similar).
- Certification (or working towards) in ITIL v4.

Telerau ac Amodau Gwasanaeth / *Terms and Conditions of Service*

Teitl y Swydd / *Job Title:*	**Arweinydd Datblygu iSeries /** *iSeries Development Lead*

Cyflog / *Salary:*	**£60,348 - £62,766 y flwyddyn (pro-rata lle y bo'n gymwys /** *£60,348 - £62,766 per annum (pro-rata where relevant)*	**Gradd /** *Grade:*	13

Gwyliau Blynyddol / *Annual Leave:*	**25 diwrnod (182.5 awr) y flwyddyn. Mae CBAC hefyd yn darparu 16 diwrnod (116.8 awr) i gyfrif am Wyliau Cyhoeddus a chyfnodau Cau CBAC (gwyliau ychwanegol). Mae'r lwfansau hyn yn cael eu haddasu ar gyfer staff sy'n gweithio'n rhan-amser neu batrymau gweithio cywasgedig.** *25 days (182.5 hours) per annum. WJEC also provides 16 days (116.8 hours) to account for Bank Holidays and WJEC Closure periods (Additional leave). These allowances are adjusted for staff who work part-time or compressed working patterns.*
Pensiwn / *Pension:*	**Mae gofynion y Cynllun Pensiwn Llywodraeth Leol yn berthnasol.** *The provision of the Local Government Pension Scheme (LGPS) applies.*

Math o Gytundeb / *Contract Type:*

Oriau Gwaith / *Working Hours:*		**Hyd y Contract** / *Length of Contract:*	
☒ **Llawn-amser** / *Full-time*		☒ **Parhaol** / *Permanent*	
☐ **Rhan-amser** / *Part-time*		☐ **Tymor penodol** / *Fixed-term*	
Nifer yr oriau'r wythnos / *No. of hrs per week:*	36.5	**Dyddiad gorffen arfaethedig /** *Planned end date:*	
		Rheswm dros y cyfnod penodol / *Reason for fixed-term:*	

Arall / *Other:*

Cyfnodau prysur llwyth gwaith / *Workload Peaks:*	**Gorffennaf – Awst yn flynyddol** *July – August annually*

Dull Ymgeisio / *Method of Application:*

Dylid anfon ffurflenni wedi'u llenwi ar e-bost at ad@cbac.co.uk erbyn **23:59, dydd Sul 11 Ionawr 2026.**
Rhagwelir cynnal cyfweliadau wyneb yn wyneb, ar dydd Llun 26 Ionawr 2026.

Completed forms should be sent by email to HR@wjec.co.uk by **23:59, Sunday 11 January 2026.**
Interviews are anticipated to be held in person, on Monday 26 January 2026.