

## Digital Developer: Artificial Intelligence (AI)

**Salary: £35,403 – £38,745 per annum (Grade 7)**

**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

As a Digital Developer (AI) you will help to design, develop, test, and refine products and tools for use by internal colleagues and external stakeholders. Working as part of Team you will contribute to several projects across the organisation, bringing fresh ideas, whilst enhancing your skills in tried and tested technologies and methodologies. You will work collaboratively with colleagues across the organisation, to ensure the successful delivery of projects and service level agreements

### About you

We're keen to hear from technically competent developers with good communication skills, who enjoy working with others and liaising with stakeholders at all levels to help gather and define user requirements. They'll be comfortable multi-tasking and managing their own workload, working in environments which require a high attention to detail. The right candidate will enjoy sharing knowledge with others alongside using self-directed learning to find solutions complex or novel technical problems.

### Benefits

At WJEC, we are proud to be a flexible and inclusive place to work. We offer a range of excellent benefits including: 25 days annual leave together with 16 days statutory and additional holidays (adjusted for part-time and compressed working patterns), free Welsh language courses, a generous pension scheme and numerous family friendly policies.

We operate 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 – whilst flexibility can be discussed, this team currently attend the office, on average, once per week.

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](mailto:HR@wjec.co.uk)), who will be more than happy to help.

**Closing date: 09:00, Wednesday 05 November 2025**

## JOB DESCRIPTION

|                             |                                                 |
|-----------------------------|-------------------------------------------------|
| <b>Job Title:</b>           | Digital Developer: Artificial Intelligence (AI) |
| <b>Department:</b>          | Digital and Transformation                      |
| <b>Section:</b>             | Educational Resources                           |
| <b>Responsible to:</b>      | <b>Lead AI Solutions Engineer</b>               |
| <b>Grade:</b>               | 7                                               |
| <b>Location:</b>            | Western Avenue                                  |
| <b>Main Purpose of Job:</b> |                                                 |

As a Digital Developer (AI) you will help to design, develop, test, and implement AI driven tools for use both internally by WJEC staff and externally by our customers. Working as part of an innovative team you will contribute to several projects across the organisation, bringing fresh ideas, whilst enhancing your skills in tried and tested technologies and methodologies.

The post holder will collaborate with stakeholders to provide recommendations for improvement as required. A key element of the role is to contribute to the development and implementation of AI tools and features under the guidance of the AI Engineer, supporting innovation in resource creation and delivery.

## Principal Duties and Responsibilities:

### Artificial Intelligence

- Work with the Lead AI Solutions Engineer to design, develop, test, and refine AI products, tools and components using appropriate methodologies, tools, languages and formats. These may include, but not be limited to, those listed in the knowledge section below.
- Assist in integrating AI features into existing or new digital products, ensuring usability, accessibility, and alignment with educational objectives.
- To design and implement applications and systems based on business and IT requirements, and architectural designs provided by senior developers
- Troubleshooting, debugging, and resolving any issues or errors that arise during the development or deployment of the tools.
- Researching and learning new AI technologies, tools, frameworks, and best practices and sharing insights with the wider development team.

### Collaboration

- Working collaboratively with the Lead developers and wider development team
- Working collaboratively as part of a team to understand existing code bases and develop code that is tested, readable, well-documented, scalable and built with a view to industry best practices.
- Actively participate in sprint meetings and contribute to the creation and refinement of sprint artifacts in alignment with Agile principles and team objectives.

- Establishing effective communication channels with users throughout the design and implementation process, relaying complex technical concepts in a clear and concise manner.
- Mentor and coach junior developers and provide feedback and guidance.

### **Project Management**

- With support of the Lead Developers work on a range of digital projects, ensuring deadlines and service level agreements are met; independently prioritising workloads 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 and risk tolerances are set.

### **Stakeholder Engagement**

- Work with other stakeholders including Subject Officers involved in the creation of learning resources.

### **Personal Development**

- Follow continuous improvement and refinement processes to acquire additional skills and tools, undertaking relevant industry qualifications (where applicable), such as AWS Certification, ensuring that continued personal development remains at the forefront of the role.
- Keep up-to-date with the latest industry standards to ensure WJEC stays at the forefront of digital education.
- Be aware of the latest advancements in cross-platform development and how their application can support, develop, and enhance good classroom practice.

### **Other**

- 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                                                                                                                                                                                                                                                                                          |                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| <b>Job Title:</b>                                                                                                                                                                                                                                                                                             | Digital Developer (AI)                             |
| <b>Department:</b>                                                                                                                                                                                                                                                                                            | Digital and Transformation – Educational Resources |
| Highly Desirable criteria are the optimum skills and experience the applicant will ideally have, but it is not expected that candidates will meet all of them. 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

- Keen interest in learning and working with technologies (including AI) and systems, with a passion to add value whilst also focusing on personal development.
- Excellent diagnostic and problem-solving skills, seeking creative but workable solutions to complex problems.
- Ability to work collaboratively and build good working-relationships with a range of stakeholders with competing demands.
- Great communication skills with the ability to convey complex technical terms in a clear and succinct manner to a wide variety of audience.

### Desirable

- Logical thinker and quick learner with an ability to grasp new concepts/systems quickly.
- Flexible approach to work and an ability to independently manage conflicting deadlines and respond to changing demands effectively.
- Ability to apply a high level of accuracy and attention to detail to their work.
- Ability to communicate through the medium of Welsh or willingness to learn.

## Knowledge

### Highly desirable

- Strong understanding of front-end frameworks and technologies including TypeScript, React.js, and CSS/Port CSS, with complementary knowledge of back-end development and cloud integration using AWS services (e.g., Node.js, Lambda, API Gateway, S3) to support full-stack application development and deployment.
- Understanding of web usability standards, accessibility guidelines and cross-browser development.
- In-depth knowledge of designing mobile, tablet and desktop applications with an understanding of the latest features and development for cross platform applications, resource optimisation techniques.

### Desirable

- Understanding of how AI technologies can be used to improve products and development efficiency.
- Knowledge and experience of ICT developments and their implications for curriculum development
- Awareness of current trends in artificial intelligence and machine learning.

## Experience

### Highly desirable

- Proven experience of one or more of the following technologies in the creation of products and services:
  - HTML5, TypeScript, React.js, CSS/Port CSS
  - Node.js, Lambda, API Gateway, S3
  - Wireframes and prototypes
  - GIT distributed version control systems
  - Agile scrum methodology
- Experience in the creation of digital learning materials.
- Experience or willingness to learn about developing and testing AI tools or integrating AI-driven features within digital products.

**Desirable**

- Adobe Suite (Illustrator/Photoshop/InDesign/Premier Pro)
- Experience of working with API or data-driven systems that use AI or automation.

|                                  |  |
|----------------------------------|--|
| <b>Training / Qualifications</b> |  |
|----------------------------------|--|

**Highly desirable**

- Educated to Higher National Certificate level (level-4) in a relevant subject, or equivalent professional experience

**Desirable**

- Relevant degree or equivalent professional experience

|              |  |
|--------------|--|
| <b>Other</b> |  |
|--------------|--|

**Desirable**

- Demonstrable interest in UX/UI design

Telerau ac Amodau Gwasanaeth / Terms and Conditions of Service

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                 |   |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|---|
| <b>Teitl y Swydd /</b><br><i>Job Title:</i>         | <b>Datblygwr Digidol: Deallusrwydd Artiffisial (AI)</b><br><i>Digital Developer: Artificial Intelligence (AI)</i>                                                                                                                                                                                                                                                                                                                                                                                                                             |                                 |   |
| <b>Cyflog /</b><br><i>Salary:</i>                   | <b>£35,403 - £38,745 y flwyddyn (pro-rata lle y bo'n gymwys /</b><br><i>£35,403 - £38,745 per annum (pro-rata where relevant)</i>                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Gradd /</b><br><i>Grade:</i> | 7 |
| <b>Gwyliau Blynnyddol /</b><br><i>Annual Leave:</i> | <b>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.</b><br><i>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.</i> |                                 |   |
| <b>Pensiwn /</b><br><i>Pension:</i>                 | <b>Mae gofynion y Cynllun Pensiwn Llywodraeth Leol yn berthnasol.</b><br><i>The provision of the Local Government Pension Scheme (LGPS) applies.</i>                                                                                                                                                                                                                                                                                                                                                                                          |                                 |   |

Math o Gytundeb / Contract Type:

|                                                                                                                                      |                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Oriau Gwaith / Working Hours:</b>                                                                                                 | <b>Hyd y Contract / Length of Contract:</b>                                                                                                                                                                      |
| <input checked="" type="checkbox"/> <b>Llawm-amser / Full-time</b>                                                                   | <input checked="" type="checkbox"/> <b>Parhaol / Permanent</b>                                                                                                                                                   |
| <input type="checkbox"/> <b>Rhan-amser / Part-time</b><br><br><b>Nifer yr oriau yr wythnos /</b><br><i>No. of hrs per week:</i> 36.5 | <input type="checkbox"/> <b>Tymor penodol / Fixed-term</b><br><br><b>Dyddiad gorffen arfaethedig /</b><br><i>Planned end date:</i><br><br><b>Rheswm dros y cyfnod penodol /</b><br><i>Reason for fixed-term:</i> |

Arall / Other:

|                                                                  |                          |
|------------------------------------------------------------------|--------------------------|
| <b>Cyfnodau prysur llwyth gwaith /</b><br><i>Workload Peaks:</i> | <b>Amh</b><br><i>N/A</i> |
|------------------------------------------------------------------|--------------------------|

Dull Ymgeisio / Method of Application:

Dylid anfon ffurflenni wedi'u llenwi ar e-bost at [AD@cbac.co.uk](mailto:AD@cbac.co.uk) erbyn **09:00, dydd Mercher 05 Tachwedd 2025.**

Completed forms should be sent by email to [HR@wjec.co.uk](mailto:HR@wjec.co.uk) by **09:00, Wednesday 05 November 2025.**