



Vacancy Notice INT03524

INTERPOL is the world's largest international police organization, with 195 Member Countries. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as an Analyst Developer and Products within the Information Systems & Technology.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Qualified applicants from under-represented member countries and women are strongly encouraged to apply.

Job Title:	Analyst Developer / Lead Developer
Reporting To:	Head of Development Department (DVLP)
Location:	Lyon, France
Duration:	3 Years*, Fixed-Term Contract
Grade:	5
Number of post:	1
Level of Security screening:	Enhanced
Deadline for application:	26 May 2023

Tests/interviews in connection to this selection procedure will likely take place approximately 3 weeks after the deadline for applications. Applicants are kindly requested to plan their availability during this period accordingly, in case they are short-listed.

Selected candidates will be expected to report for duty approximately two to three months after receiving an offer of employment at the latest.

This selection exercise may be used to generate a reserve list of suitable candidates that may be contacted to address Organization's potential staffing needs in the future.

* This position carries, in principle, no expectation of renewal. Subsequent extension to this post will be subject to the terms of the Organization's Staff Manual, to satisfactory performance and to availability of funds.

INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member Countries, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.

INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision. Candidates are also encouraged to familiarize themselves with specific laws and policies that may impact their personal and family situation in the duty station to which they apply.

INTRODUCTION OF POST

The Analyst Developer must understand the needs and expectations from end-users. The Analyst Developer will be in charge of developing, in autonomy, new features in current or new solution requested through the Business Requirements. He studies and breaks down the different functions and uses of any solution.

He/She should be capable of developing new applications as a whole, modify existing ones and document thoroughly any change. Furthermore, he/she must be capable of delivering an end-to-end development process, from the conception of the ideas until the testing, debugging and deployment into production. He could also be in the position to delegate developments tasks to external provider or Software Developers.

The Analyst Developer will work closely with the Continuous Delivery teams, Engineering Office, Systems team, Databases team, and occasionally with other units and INTERPOL Member Countries that might require assistance.

He/She carries out itself the unit tests.

PRIMARY DUTIES

DUTY 1: Develop existing and new tools and systems

- Understand and develop business processes and requirements applied to the business area.
- Follow the roadmap/business requirements defined to develop new features in existing systems and develop new systems.
- Assist the prioritization process.
- Develop test cases to ensure quality and performance of the developed products.
- Collaborate with his/her team-mates or external partners to ensure a seamless development with a unified quality criteria.
- Delegate activities of development to external partners and Software Developers.
- Take up on his/her team-mates' duties when they are not available.
- Propose improvements and automations to existing processes and associated products.
- Manage the usage of products and elaborate reports.
- Has contacts with officials on every level and with external administrations and partners about the solutions developed.

DUTY 2: Document source code and applications

- Document all developments and changes done following the established guidelines.
- Write API documentation and technical documentation.

DUTY 3: Maintain and setup new and existing environments

- Maintain and setup the development environment and tools required for the job.
- Maintain and setup the testing environment and tools required for the job.
- Maintain and/or assist the IS colleagues setting up the production environment and tools required for the job.
- Assist on designing and implementing a CI/CD environment.

DUTY 4: Test management

- Supervision of technical tests and debugging applications.
- Write testing documentation for technical test.

DUTY 5: Organization of tasks

- Organization and planning of tasks (functional and organic analyses, programming work) according to the application life cycle.
- Manage priority of tasks by be able to evaluate complexity of them.
- Delegation of tasks to internal/external partners/suppliers.

DUTY 6: Assist INTERPOL units with the product and for outreach to INTERPOL Member Countries

- Represent the team in internal meetings
- Provide expertise
- Operations
- Conferences
- Trainings
- Workshops

DUTY 7: Innovation

- Follow and share the evolution of new technologies.
- Be able to give strong input to the Engineering Office for innovation.
- Suggest proposals for developing existing procedures and/or methods.

DUTY 8: Perform any other duties as required by the supervisor

REQUIREMENTS

All candidates will be assessed on the under mentioned requirements

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

Training/Education required

- Three to four years' education at a University or specialized higher education establishment.
- Other certifications including SCRUM MASTER, PRINCE2, ITIL foundation are appreciated.

Experience required

- At least 5 years of experience in software development, Practical knowledge of object-oriented development.
- Experience in Multi-Platform development. Have strong knowledge on Continuous Integration and Delivery. Have a broad view on solution that support DEVOPS. Strong knowledge and practice in Agile Development.
- Additional specific experience might be required.
- Work experience in JAVA.
- Experience as an angular developer.
- Proficient in CSS, HTML, and writing cross-browser compatible code.
- Excellent communication skills.
- Critical thinker and good problem-solver.
- Experience with DEVOPS approach.

Experience desired

- Net Framework programming proficiency with a familiarity in Visual Studio
- Experience in Agile / Scrum or Kanban development environment(s).

Languages

- Fluency in English is required.
- A good working knowledge of a second official working language of the Organization (Arabic, or Spanish) would be an asset.

Specific abilities and skills required

- Must show rigor, logic, inventiveness and precision in tasks.
- Good interpersonal skills with the ability to interact with customers and colleagues in a courteous and friendly manner and to work in a multicultural environment with sensitivity and respect for diversity.
- Results-orientation: positive goal-oriented attitude in the workplace.
- Excellent problem-solving skills.

WORKING CONDITIONS

- Remuneration for appointment on contract: Salary scales of all duty stations of INTERPOL can be found at <https://www.interpol.int/What-you-can-do/Careers/Vacancies>. The starting point is step 1 and one additional step will be granted for every 3 years of fully relevant experience. The salary scales of INTERPOL's officials are adjusted at least once per year (more under exceptional circumstances) on the basis of the methodology used for the calculation of the Purchase Power Parity (PPP).
- The successful candidate may be offered appointment on a higher step depending upon professional background and experience. For more information regarding conditions of service see Employment conditions for contracted officials available on the Organization's career website (<https://www.interpol.int/What-you-can-do/Careers>).
- The incumbent may occasionally be required to work occasional overtime based upon workload and to go on missions.
- In order to be a staff member at INTERPOL the proof of fully COVID-19 vaccination status is a mandatory requirement. The person is considered fully vaccinated if he/she has taken all the doses (initial and booster doses) required by the local health authorities of his/her country of residence/origin. This may imply a reduced number of doses if the person has recovered from COVID-19 infection (requirement for recovery certificate). Please note this as you apply for the position advertised.
- Within the limits of the applicable regulations in the duty station, INTERPOL supports selected candidates' visa applications and/or special residence permits.

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

- INTERPOL has four official languages: English, French, Spanish and Arabic.
- INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or upper grade, to make an appointment with a modified job description or for a shorter or longer duration than indicated above.
- INTERPOL would like to inform candidates that their application may be considered for other similar positions.
- INTERPOL operates a non-smoking policy.