



Candidate Brief

**Database Developer
CABI Wallingford**

June 2014

CABI BACKGROUND

CABI (www.cabi.org) is a not-for-profit development-led organization supported by a solid scientific research base and a world class publishing service. Our mission is to improve people's lives worldwide by providing information and applying scientific expertise to solve problems in agriculture and the environment. Our work increases food security and protects biodiversity.

We have over 350 staff based in 16 countries. We have offices in Brazil, China, India, Kenya, Malaysia, Pakistan, Switzerland, Trinidad & Tobago, the UK and the USA.

CABI is an intergovernmental organization that can trace its origins back to 1910. Our mission and direction are influenced by government representatives from our 46 member countries who help guide the activities we undertake. These include scientific publishing, development projects and research, and microbial services. We are also leading a major new initiative, Plantwise, which aims to improve food security and the lives of the rural poor by reducing crop losses.

Publishing

We produce key scientific publications, including CAB Abstracts – the world-leading database covering agriculture and environment and Global Health - the definitive bibliographic database for public health information. We also publish multimedia compendia, books, ebooks and full text electronic resources aiming to further science and its application to real life. Behind each of our products is a team of subject specialists committed to delivering the most relevant and authoritative information to researchers worldwide.

Development projects and research

Our staff research and find solutions to agricultural and environmental problems. We use science, information and communication tools to help solve issues of global concern. Our work is arranged around four core themes:

- **Commodities** – we work to enable smallholder commodity farmers to compete in global markets. We diagnose and control plant pests and diseases, and help farmers get a better price for their crops. We work on crops such as coffee, cocoa, wheat, rice and cotton.
- **Invasive species** – we are helping to reduce the spread and impact of invasive weeds such as Japanese Knotweed, water hyacinth and insects such as coffee berry borer and cocoa pod borer. We also advise countries at a policy level about agriculture, trade and the environment.
- **Knowledge for development** – we work with farmers, extension workers, researchers and governments to deliver agricultural knowledge and develop communication strategies and systems.
- **Knowledge management** - we use information and communication technologies to provide farmers, researchers and policy makers with the information they need to make informed decisions and to lift people out of poverty.

Microbial services

We manage one of the world's largest genetic resource collections, the UK's National Collection of Fungus Cultures. We conduct microbiological identifications, provide cultures for sale, and offer preservation and consultancy services. We are also screening our collection, looking for natural products such as antibiotics, vitamins and enzymes.

Plantwise

Plantwise aims to increase food security by providing knowledge. It helps poor farmers in developing countries improve their livelihoods by losing less of what they grow to plant health problems. This will be achieved through expansion of the plant clinic network which CABI has already begun to establish, supported by the creation of a global knowledge bank of information on plant health, pests and diseases. Plantwise will be a global programme, comprising an integrated set of projects and activities.

www.plantwise.org

THE ROLE

Job title:	Database Developer
Salary range:	£34K to £38K (depending on experience)
Grade:	5
Reporting to:	Senior Progress Developer
Direct reports:	None
Key peer group:	Web and DBA Team
Location:	Wallingford, UK - In order to process any applications from nationals outside of the EU and UK, we would require documentation to show the applicant is currently resident and able to work in the in the UK, or is able to relocate on own means and possesses full authorisation from the UK Border Agency (for further information please use the following link http://www.ukba.homeoffice.gov.uk/)

Purpose of the role

This is an exciting new role involved in the implementation of an XML database (MarkLogic) for the storage, analysis, production and presentation of CABI's content. There will be a number of other responsibilities involved in supporting and developing other systems such as automated indexing. Some web development experience will be beneficial but not required.

Candidate profile

The successful candidate for this role will be enthusiastic and passionate about the IT industry, with an interest in scientific disciplines, publishing, or international development a bonus. They must be highly motivated, work well in a team and be able to deliver good results under tight deadlines. The candidate will have a strong background in database technologies and preferably some .NET web development experience. A can-do attitude and aptitude for learning is essential, and training on new technologies will be provided.

Key Accountabilities

- XML/NoSQL database management and implementation
- Working alongside a web development team, aid in the creation of ASP.NET (C#) web sites based upon content from the XML database
- Provide input into design issues of new and existing websites, liaising closely with Web/DBA Team Leader, System Engineers and Project teams
- Provide technical maintenance to existing web sites and systems
- Assist the DBA with database administration and release management activities
- Ensure development and launch procedures and policies are adhered to.
- Research and keep up-to-date with web technology applicable to CABI's business needs as appropriate
- Liaise with colleagues to share and utilise skills and experience as appropriate.

CANDIDATE PROFILE

Knowledge & Skills	<ul style="list-style-type: none"> • XML database administration • RDF database administration • Database & data workflow design and implementation, including stored procedures • Database performance tuning 	<ul style="list-style-type: none"> • ASP.NET • NoSQL • Cloud design/development/deployment • SCRUM/Agile methodology • Progress/OpenEdge • MarkLogic • SPARQL • XQuery
Education & Qualifications	Degree or MCP's or equivalent in Computer related subjects or relevant work experience	
Personality Characteristics	<ul style="list-style-type: none"> • Aptitude for learning and implementing new technologies • Proactive • Ability to work under pressure to tight deadlines • Ability to work alone with minimal supervision • Good team worker • Enthusiastic • Passionate about the IT industry • Excellent communicator 	<ul style="list-style-type: none"> • Driven to stay abreast with the IT industry through self-study • Interest in scientific disciplines and/or international development • Critical eye for detail

NOTE

This job description is not intended to be exhaustive. It is expected that the post holder and CABI will adopt a flexible attitude and accept that the duties may have to be varied according to circumstances, in particular changing corporate requirements and individual development needs.

EQUAL OPPORTUNITIES

CABI is an equal opportunities employer and welcomes applications from candidates irrespective of age, gender, race, colour, nationality, ethnic or national origin, disability, religion, sexual orientation or marital status. No applicant will be disadvantaged by conditions which cannot be shown to be justified and selection will be based on merit.

By taking the [CABI Equal Opportunities Survey](#) you will be helping us to follow best practice recommendations that employers should monitor selection decisions to assess whether equality of opportunity is being achieved. Please follow the link to take the survey.

(If the link does not work please cut and paste the following URL into your web browser http://www.surveymonkey.com/s/CABI_Equal_Opportunities_Survey)

The information in the survey will be treated as confidential and used for statistical purposes only, forming no part of the selection process. This information will be received separately from your application.

SECONDMENT

This role may be filled on secondment from the corporate sector or from other large international development organisations. To discuss a secondment opportunity, please contact Neil MacIntosh, HR Director, at n.macintosh@cabi.org

HOW TO APPLY

To apply please send a covering letter detailing how you meet the candidate profile and a full CV quoting Job Reference 04-2014 to recruitment@cabi.org Please state where you saw this advertisement.

Please note closing date for receipt of applications is 27th June 2014