



LIVERPOOL
HOPE
UNIVERSITY
1844

Recruitment Pack

SITS Integration Developer

Job Reference: 4AITS1A

Closing date: Monday 5th October 2026 at 5.00pm

www.hope.ac.uk





POST: SITS Integration Developer

STARTING DATE: ASAP 2026

SALARY RANGE: Grade 7 (38,784 to £46,049)

TYPE OF CONTRACT: Full Time, Permanent

WORK PATTERN: Monday-Friday (8am to 4pm or 9am to 5pm)

REPORTS TO: Business Systems Manager

The Post

Liverpool Hope University is a special institution, grounded in history and driven by a values-led approach to educational delivery.

Liverpool Hope University has recently established a partnership with a commercial delivery partner and online programme management (OPM) system provider to deliver postgraduate degree programmes globally through a fully online platform. This initiative, *Hope Online*, aligns with the University's educational mission, organisational priorities, and core values.

Hope Online represents a strategic opportunity to expand into the online education market in collaboration with an experienced partner, to support both the initial development and the ongoing delivery of high-quality distance learning provision.

The primary objectives of Hope Online are to:

- Develop and deliver a comprehensive portfolio of fully online postgraduate (Level 7) programmes across a broad range of subject areas
- Expand regional, national, and international student recruitment.
- Enhance and extend the Liverpool Hope brand and reputation at regional, national, and international levels.

This role requires significant experience delivering and supporting Tribal SITS integrations, including STU Talk/STU3 integrations with external Higher Education partners and third-party platforms. As a member of our IT Services Team, you will work with external and internal stakeholders to integrate, build, test, and implement user-focused solutions for the Hope Online project.

Job Description/Key duties of the post

Purpose of the Job

To act as the University's technical specialist for SITS integration architecture, leading the design, development, implementation and continual improvement of enterprise integrations supporting Hope Online and other strategic institutional initiatives. The postholder will provide technical leadership for complex cross-functional projects and advises senior managers on integration strategy and technical risk, to ensure secure, scalable and resilient exchange of institutional data between Liverpool Hope University and external partners.

The postholder will be responsible for developing and supporting secure, scalable, and reliable integrations using SITS technologies including STU Talk, STU3, APIs, and related integration tooling. The role will work closely with internal stakeholders and external partners to deliver and support digital transformation projects.

The role requires significant experience within Higher Education SITS environments, including student lifecycle processes, data integration, testing, troubleshooting, and operational support.

Key Tasks/Responsibilities

- Lead the technical design and architecture of integrations between Tribal SITS student records system and external Online Programme Management (OPM) provider and associated digital platforms.
- Provide technical leadership for cross-functional project teams comprising developers, infrastructure specialists, business analysts and external suppliers.
- Act as one of the University's recognised specialists for STU Talk, STU3 and SITS integration architecture.
- Advise senior managers and project boards on technical options, risks, dependencies and implementation strategies.
- Develop technical standards, integration patterns and documentation to ensure consistency and resilience.
- Plan and coordinate technical implementation across multiple concurrent projects, managing dependencies, release schedules and technical risks.
- Lead investigation and resolution of complex integration failures where no established solution exists.
- Research emerging technologies and recommend improvements to institutional architecture and service delivery.
- Represents Liverpool Hope as the technical authority with Tribal, the University partner, strategic suppliers and sector networks, developing productive technical relationships.

Decision Making

- Responsible for integration architecture supporting Hope Online and future University strategic digital transformation projects.
- Determines technical standards adopted across Hope Online integrations.
- Exercise independent judgement on integration architecture, technical standards, deployment approaches and prioritisation of critical incidents.
- Recommend investment priorities and technical solutions to senior management.
- Advises Executive-level project governance on technical risk.

Service Delivery

- Responsible for the operational integrity of the University's enterprise student systems integration service.
- Ensure the reliability, security and availability of business-critical integrations supporting the student lifecycle.
- Identify opportunities to improve efficiency, reduce institutional risk and enhance the student and staff experience.

SITS Integration & Partner Connectivity

- Design, develop, test, and support integrations between Tribal SITS and external Higher Education Partners, OPM providers, and third-party platforms.
- Develop and maintain integrations using STU Talk, STU3, APIs, batch processes, and related SITS integration technologies.
- Work with external partners and internal stakeholders to define technical specifications, data mappings, transformation rules, and integration requirements.
- Monitor, troubleshoot, and resolve integration issues, data synchronisation failures, and interface errors.
- Support integration testing, reconciliation activities, and production releases across partner systems.
- Ensure integrations comply with University security, governance, and data protection standards.
- Maintain technical documentation relating to integrations, interfaces, data flows, and operational support procedures.

SITS Technical Requirements

- Significant experience leading, developing and supporting Tribal SITS integrations within a Higher Education environment.
- Strong experience with STU Talk, STU3, APIs, batch integrations, and related SITS integration technologies.
- Experience integrating SITS with external Higher Education partners, CRM systems, VLE/LMS platforms, identity management systems, or Online Programme Management (OPM) providers.
- Experience working with REST/SOAP services, XML, JSON, XSLT, and data transformation processes.

Work Performed (relating to key tasks)

Application Design & Development

- Designs, codes, and implements corporate applications using approved programming languages and frameworks.
- Translates business requirements into technical specifications and functional designs.
- Follows structured development practices to ensure code quality, maintainability, and scalability.

System Testing & Deployment

- Performs unit testing, integration testing, and user acceptance testing.
- Deploys applications to production environments in line with change management policies.
- Diagnoses and resolves application issues, ensuring minimal downtime and user disruption.

Maintenance & Support

- Maintains and updates existing corporate applications.
- Monitors application performance, identifies bugs, and implements improvements.
- Provides user support and guidance, working with IT support teams as needed.

Security & Compliance

- Implements application security measures, including authentication, authorisation, and data protection.
- Ensures compliance with organisational policies, regulatory requirements, and relevant governance standards.

Collaboration & Documentation

- Collaborates with business units, IT teams, and vendors to deliver solutions aligned with requirements.
- Documents application designs, code changes, testing results, and technical procedures.
- Provides guidance and mentoring to junior developers.

Continuous Improvement & Innovation

- Evaluates new technologies, tools, and frameworks to enhance application efficiency, usability, and performance.
- Contributes to process improvement initiatives and adoption of software development best practices.

Hours of Work & Flexibility

- This position may require some flexibility to work outside normal business hours, including evenings and weekends at times.
- Overtime may be necessary during peak periods or to meet critical deadlines.

Materials, resources & equipment to be used

Hardware & Infrastructure

- Developer workstations, laptops, and peripheral devices.
- Corporate servers, databases, and network infrastructure used for development, testing, and deployment.
- Test environments, staging servers, and virtual machines for development purposes.

Software & Tools

- Integrated Development Environments (IDEs) such as Visual Studio, Eclipse, or IntelliJ.
- Technologies and tools relevant to enterprise application and SITS integration development, including APIs, scripting, SQL, XML/JSON processing, and integration tooling.
- Database management tools (SQL Server, Oracle, MySQL, PostgreSQL).
- Version control systems (Git, SVN, TFS) and collaboration platforms (Jira, Confluence, Teams).
- Testing tools for automated and manual application testing.

Security & Compliance Tools

- Security testing tools and code review platforms.
- Access control and authentication management tools aligned with applicable standards.
- Compliance monitoring and documentation tools.

Documentation & Reference Materials

- Standard Operating Procedures (SOPs) and development guidelines.
- Application design documents, code repositories, and technical manuals.
- Policies, governance frameworks, and regulatory guidance.

Other Resources

- Vendor and third-party support for software solutions or frameworks.
- Collaboration platforms for team coordination, code reviews, and project management.

Regular contacts (internal / external)

Internal Contacts:

- **Head of IT and Leadership Teams:** For reporting, strategic guidance, and escalations.
- **IT Teams** (applications, infrastructure, security) for collaboration on development, deployment, and troubleshooting.
- **Business Units / Department Heads** for requirement gathering, feedback, and solution validation.
- **Governance, Risk, and Compliance Teams:** To ensure alignment with regulatory, legal, and institutional policies.
- **Management / Project Leads** for reporting progress, updates, and alignment with strategic objectives.
- **Security & Compliance Teams** to ensure adherence to governance requirements, cybersecurity, and regulatory standards.
- **Academic and Professional Services:** To provide specialist advice for technical integration and compliance requirements.

External Contacts:

- **Vendors and Third-Party Software Providers** for technical support, integration, and licensing.
- **Consultants or External Developers** for project-specific guidance or specialised development.
- **Regulatory Authorities / Auditors** during compliance checks or governance verification (as required).
- **Professional Networks / Forums:** To stay informed about emerging threats, tools, and industry best practices.

Person Specification

The Person Specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. Please ensure that your application demonstrates how you meet the essential criteria.

The criteria order listed should not be taken to imply their relative importance.

	Essential (E) Desirable (D)	Method of Assessment ^[1]
Educational, Qualifications, Training		
Degree or equivalent or relevant professional experience	E	A
Skills, knowledge and experience		
3–5 years of experience in SITS development.	E	A
Significant experience acting as the technical lead for enterprise SITS integrations e.g. STU Talk/STU3, APIs.	E	A/I
Experience working within Higher Education IT environments.	D	A/I
Experience influencing stakeholders and presenting complex technical information to non-technical audiences.	E	A/I
Hands-on experience with programming languages (e.g., C#, Java, Python, JavaScript) and frameworks.	D	A/I
Excellent technical skills and knowledge along with a demonstrable capability of developing within the SITS suite of modules and products	E	A/I

Experience with database management systems (SQL Server, Oracle, MySQL, PostgreSQL).	E	A/I
Exposure to application lifecycle management, version control systems, and Agile/DevOps methodologies.	E	A/I
Knowledge of security, compliance, and IT governance practices.	D	A/I
Knowledge and understanding of the administrative and business processes related to the student journey within the higher education sector.	D	A/I
Knowledge of Tribal SITS architecture and Higher Education integration patterns.	E	A/I
Strong problem-solving, analytical, and structured decision-making abilities.	E	A/I
Ability to prioritise tasks, manage multiple projects, and work under pressure.	E	A/I
Knowledge of IT governance, compliance, and operational standards.	D	A/I
Excellent analytical and technical troubleshooting skills, with an aptitude for creative problem-solving.	E	A/I
Ability to work to and deliver against deadlines.	E	A/I

/// A=Application Form I=Interview P=Presentation R=Reference

Contact for Queries

Jeff Stone
Business Systems Manager
stonej@hope.ac.uk.

Conditions of service:

This post is based at Hope Park campus. However, you may be required to work in other areas of the University as and when required.

The post is Permanent

Salary scale for this post is £38,784 to £46,049 per annum. New appointments will normally be made on the first incremental point of the advertised grade within the salary scale. In certain circumstances, it may be appropriate to offer a candidate a higher incremental point of the advertised grade. A higher salary will not be offered purely on the fact that it has been requested. Any starting salary above the first incremental point of the advertised grade must be justified and **supported by evidence**. Salary is payable monthly in arrears by bank giro credit on and around the 20th of each month.

The annual leave runs from 1st September to 31st August. Holiday entitlement is 28 days per year plus statutory Public Holidays and Liturgical days. This entitlement is pro-rated for part-time staff.

Further Information

Liverpool Hope University has two main teaching campuses – Hope Park in the Liverpool suburb of Childwall and the city centre Creative Campus.

We have invested more than £60 million in buildings and equipment over the past eight years and we are proud of our campuses. Stunning listed buildings sit alongside modern architecture, and with beautiful gardens and facilities, which make Liverpool Hope University a unique place to work and study.

Mission and Values

Liverpool Hope University is an ecumenical Christian Foundation, which strives:

- to provide opportunities for the well-rounded personal development of Christians and students from other faiths and beliefs, educating the whole person in mind, body and spirit, irrespective of age, social or ethnic origins or physical capacity, including in particular those who might otherwise not have had an opportunity to enter higher education;
- to be a national provider of a wide range of high-quality programmes responsive to the needs of students, including the education, training and professional development of teachers for Church and state schools;
- to sustain an academic community, as a sign of hope, enriched by Christian values and worship, which supports teaching and learning, scholarship and research, encourages the understanding of Christian and other faiths and beliefs and promotes religious and social harmony;
- to contribute to the educational, religious, cultural, social and economic life of Liverpool, Merseyside, the North-West and beyond.

Liverpool Hope's Values

Hope strives to meet the following values, which are integral to the fulfilment of its Mission:

- be open, accessible and inclusive,
- take faith seriously, being fully Anglican, fully Catholic, fully ecumenical, fully open to those of all faiths and beliefs,
- be intellectually stretching, stimulating, challenging,
- be hospitable, welcoming, cheerful, professional, full of Hope; creating supportive communities in aesthetically pleasing environments,
- be well-rounded, holistic, integrated, a team, a community of communities, collaborating in wider partnerships.

Equality and Diversity

Consistent with its Mission, Liverpool Hope strives to be a University where the individual and individuality matter. We hold students, staff and visitors in high regard and we seek to foster a working and learning environment that recognises and respects difference. All staff are expected to comply with the University's Equality and Diversity policies in the performance of their duties.

Health and Safety

Liverpool Hope University is committed to ensuring the health, safety and welfare of all staff at work and of students, visitors and others by continuous improvement in standards of health and safety. All staff are expected to comply with the University's Health and Safety policies in the performance of their duties

Sustainability

Liverpool Hope University is committed to enhancing the quality of its environment for its staff and students working and living at the University and the wider community; and aims to manage its operations in ways that are environmentally sustainable, economically feasible and socially responsible. All staff are expected to work in accordance with, and promote the University's sustainability practices.

Benefits of working at Liverpool Hope University

Liverpool Hope offers its employees a full range of benefits:

Pay and Pensions

- Competitive rates of pay defined using the HERA job evaluation scheme
- Pension schemes with generous employer contributions

Home and Family

- Generous Annual Leave Arrangement
- Opportunity for flexible working arrangements

Training and Development

- Induction training for all new staff
- Staff development opportunities

Health and Well-Being

- Hope Park Sports fitness suite and classes with discounted membership
- A range of food outlets with healthy eating options
- Staff counselling service
- Staff cycle scheme
- Support with lifestyle changes
- A range of social activities and groups
- On-site chapel, multi-faith prayer room and Chaplaincy
- Eye testing scheme

We also provide a variety of staff discounts ranging from reduced price Theatre tickets to discounts on beauty treatments.

Library services

Liverpool Hope's Library Service provides access to a wide-ranging collection of physical and online resources to support learning and research. The service also provides different types of study space across both campuses to support the wide range of learning styles and needs, from individual study rooms to group spaces, and from silent study to more relaxed social learning

Car Parking

All users of University car parks are required to pay for their use. The University has a scalable charging system for annual permits and pay and display facilities for occasional users.

We recruit staff nationally and internationally as we seek out the best to help build Hope for the future. If you join us, you will be doing so at an exciting and challenging time as we work to build a liberal arts inspired university of distinction in the UK.

How to apply

You can download the application form by the link below:

[How to apply](#)

Useful Links

www.hope.ac.uk/lifeathope/welcome

<https://www.hope.ac.uk/gateway/staff/peopleservices/>

www.hope.ac.uk/jobs





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