Position Description

Position title:	Senior Developer
Entity:	Austroads
Group:	Data and Technology
Job Type:	Full-time (1.0 FTE)
Location:	Austroads Sydney or Melbourne Offices
Reports to:	Head of Application Delivery
Responsible GM:	Chief Data and Technology Officer
Direct reports:	N/A

Organisational Context

Austroads is the association of Australian and New Zealand transport agencies.

We provide authoritative, practical and impartial advice, information, tools and services to help our members to deliver safe, efficient and reliable mobility to their customers.

We also deliver value to a range of other key stakeholders across government, industry and communities, where there is a demonstrated societal benefit to do so.

Austroads comprises several business activities, including the core Austroads work program, the National Exchange of Vehicle and Driver Information System (NEVDIS), and Transport Certification Australia (TCA).

Our teams are located across Australia and New Zealand. We work in an integrated and collaborative way, along with external consultancies and other partners, to ensure our products and services are delivered successfully and maximise value.

Austroads promotes a culture of professionalism, innovation, and integrity, with a commitment to accountability, quality, and excellence in the delivery of all of our programs and services. Austroads values continuous improvement, and all staff are expected to engage in their work in a spirit of curiosity, collaboration, and proactivity.

We recognise the unique skills and abilities of each individual, who come from a wide range of disciplines and backgrounds. We support our people through ongoing development and learning opportunities and create a supportive team environment for all our staff. We strive to be an employer of choice.

Austroads takes inclusion and diversity seriously. We embrace difference and diversity of identity, experience and thought, and actively strive for inclusive behaviours across our company and our work.

The Role

Team Purpose

The Data and Technology team focuses on harnessing the power of data and technology to support our member organisations to deliver an improved outcomes for roads and transport users.

Our mission is to enable data-driven decision-making, enhance operational efficiency, and create value for our stakeholders. We do this through the proactive development and implementation of contemporary Data and Technology standards and systems.

Here are some key points that encapsulate our purpose:

1. Data Stewardship: We treat data as a valuable corporate asset. Our team aims to deliver its completeness, quality, security, and accessibility, allowing us to derive meaningful insights and drive informed actions.
2. Technology Enablement: We leverage state-of-the-art technologies; and we use the best systems for the task. Our goal is to empower our organization with scalable, reliable, and agile solutions.
3. Cross-Functional Collaboration: We collaborate closely with business units, ensuring alignment between data/technology strategies and organizational goals. By bridging the gap between technology and business, we drive holistic transformation.
4. Innovation Hub: Our group serves as an innovation hub, constantly exploring emerging trends and experimenting with novel solutions. We foster a culture of curiosity, experimentation, and continuous learning.

Remember, our Data and Technology team is not just about bits and bytes; it's about unlocking the full potential of data/technology to propel our organisation forward.

Position Purpose

This position will provide support to the Head of Applications Delivery and the broader team to ensure the successful completion of information technology projects and tasks to support the realisation of Austroads' business focus and strategic plans.

Major Responsibilities/Accountabilities

The role is responsible for:

- Working within a team to develop bespoke solution, data models and application support.
- Provide a lead roles in the promotion of software development best practices, including developments, architecture and unit testing
- Mentoring and providing guidance to other team members undertaking software development tasks.
- Developing and maintaining strong relationships with peers, external stakeholders and outsourced service providers to facilitate implementation of systems and enhancements.
- Ensuring quality assurance by applying procedures and analysing and resolving issues or gaps between business requirements and implemented solutions documentation in partnership with team members.
- Providing subject matter expertise and third-level support to the team and stakeholders to explain systems, resolve complex data/application issues and conduct data quality audits to maintain data integrity.
- Reviewing and providing input to projects, services, implementation plans, and strategy as required.
- Understanding, managing, and providing guidance in operations/applications configuration, data migration, change deployment and operational handovers.

- Conducting other tasks as directed.

Key Stakeholder Interfaces

Internal

- Head of Application Delivery Chief
- Data and Technology Officer
- All staff

External

- Austroads approved developers and service providers
- Membership organisations
- Contractors and visitors

The Person

Qualifications, Knowledge, and Experience

The Senior Developer will possess:

- A minimum of 7 years' experience in a senior developer role in ICT applications development.
- High-level analytical and problem-solving skills.
- Advanced ability to operate at strategic and operational levels, and proven ability to think at high-level/big picture and detailed level.
- Proven experience and highly developed skills in data, business, and functional analysis; data
- modelling; process mapping; and designing and writing business systems specifications.
- Advanced ability and proven experience in requirements development; data modelling; design and business systems specifications to support changes; and the development and implementation of business systems.
- Excellent practical experience with relational databases and understanding of SQL script writing.
- Excellent practical experience with .Net core and C#, MVC, Web API, Angular Microsoft SQL Server, Entity Framework and LINQ.
- Extensive knowledge and proven experience in development, testing, quality assurance, and deployment lifecycle methodologies and activities.
- Good knowledge of Identity platforms such as OAuth2 and Microsoft Entra ID.
- Good knowledge of unit test techniques for Angular and C#, xUnit, Jasmine.
- Sound knowledge of DevOps and CI/CD pipelines.
- Sound knowledge of software design and development for Azure cloud, Azure SQL, Azure VM, Azure App Insights, Azure Key Vault, Azure Functions, Event Grid.
- Excellent oral and written communication skills and proven ability to negotiate with people at all levels internally and externally.
- Ability to manage issues and tasks with a high degree of confidentiality, reliability, discretion and flexibility.
- Excellent task and priority management skills. Organised and able to meet deadlines.
- Familiarity with:
  o Power Automate.
  o Azure Infrastructure and Monitor.
  o Developing infrastructure for Azure and Infrastructure as Code.
  o GitHub Enterprise.
  o Webservers, IIS, and Apache Tomcat.
  o Java Spring boot, Maven.

Personal Qualities

The incumbent will need to present a professional image and build a strong relationship across the enterprise. Specifically, the role requires:

- Commitment to service excellence and continuous improvement in relation to a technology and data-based services.
- Commercial acumen, high emotional intelligence, diligence, and drive.
- Being a self-starter.
- Hands-on leadership style.
- Culture of delivery and closure on issues.
- Astute risk management.
- Sound judgment and analytical/evaluative skills.
- Well-developed relationship management, communication, consultation, and negotiation skills.
- Comfort working in an environment which is constantly evolving.

Capability Profile

Flexibility and Adaptability	Adjusts approach in line with changing priorities. Is open to acquiring and developing skills and knowledge, adapts to new ways of working or organise work to deliver results.	Intermediate
Critical Thinking and Problem Solving	Objectively analyses and evaluates available data, points of view, needs of stakeholders and potential solutions before recommending relevant actions or decisions.	Advanced
Project/ work delivery and management	Defines work activities required to deliver against outcomes intended, in line with agreed timeframes, resources, and ways of working. Understands and applies effective project planning, coordination and control methods.	Intermediate
Digital and Technological Proficiency	Integrates digital and technological developments in the design and delivery of relevant policies, programs and services.	Advanced
Data literacy	Utilises diverse data sources to improve the speed and quality of service delivery and decision-making processes	Intermediate
Stakeholder Management	Identifies stakeholders impacted by decisions. Takes steps to keep interested parties engaged while managing expectations on outcomes.	Intermediate
Customer Focus	Understands customer needs, applies skills, knowledge and experience to deliver high impact services that address those needs.	Intermediate
Working Collaboratively	Collaborates with others, demonstrating an understanding of their value to the organisation.	Intermediate