

Director, Application Development and Integration

Business Solutions and Technology

Position details

Classification	EL2
Business area	Business Solutions & Technology
Supervisor	Chief Information Officer
Location	Gungahlin, ACT
Position status	Fulltime – Non-ongoing (3 years)
Security clearance	Baseline

OUR ORGANISATION

Do you want a role supporting our defence personnel? Defence Housing Australia is a Government Business Enterprise providing housing and related services to Australia's defence personnel and their families. Our housing portfolio at approximately 18,500 properties is one of Australia's largest, and our properties are located in all states and territories.

We take pride in serving those who protect Australia and our way of life. We are a motivated and professional organisation, welcoming people from diverse backgrounds with both private and public sector experience. We strive to continually look for innovative ways to improve and deliver services to best meet the needs of our customers. We are committed to creating vibrant and healthy workplaces and encourage you to embrace our purpose and join our team. Together we are building an inclusive culture that encourages and supports equal opportunity and celebrates the diverse voices of our employees and the communities we operate in.

ABOUT YOUR TEAM

This position reports to the Chief Information Officer within the Business Solutions and Technology (BS&T) group. BS&T works at a national level as part of the Service Delivery Support portfolio at Defence Housing Australia. The group is responsible for all software related analysis, solutions, software development, architecture, data provisioning, telephony, IT Operations and support, infrastructure, cyber security, and Enterprise Change Management.

The Technology group is currently delivering a multi-year Technology Refresh program which involves the commissioning of new systems and capability to support a contemporary DHA service offering. The Application Development and Integration Team's role is to contribute to this work as part of Multi-Disciplinary Teams (MDT's) to analyse, develop, test and integrate both new and existing software. In addition, the team supports the software remediate program ensuring existing technologies are current, bug free and align with security requirements.

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YOUR CONTRIBUTION

As the Director, Application Development and Integration, your role will be to provide technical leadership and direction to the Software Development, Data Provisioning and Testing teams. You will also work collaboratively with the Architecture and IT Operations Groups considering dependencies and impacts in the context of modernisation programs and application support.

Working with technologies including Java, .NET, Jira, Salesforce, Mulesoft, Azure DevOps, Oracle BI and Tableau, you will play a pivotal role in ensuring the technical development environment roadmap is fit for purpose in the context of DHA's strategic priorities. The Director will contribute technical expertise as part of the Architecture Board, the Technology Prioritisation Committee and lead decisions with respect to the implementation and sustainment of new technologies and sustainment of legacy systems. In addition, you will hold responsibility for ensuring continuity of appropriate technical skills across the team through the Technology Group's strategic workforce plan in the context of both the current and future programs.

As part of this role your responsibilities will include:

1. Lead and mentor the application development, integration, and testing teams for following best practices and continuous innovation of building and delivering business solutions with DHA's technology platforms while ensuring the quality of solutions meet business needs.
2. Set the technical direction, provide leadership and apply your own subject matter expertise to deliver and support fit-for-purpose technical solutions into production environments. This includes ownership of the technical roadmap, incorporating Architectural Strategies and Transitional State of DHA Systems. Identify the dependencies on Infrastructure, Cloud and Cyber Security capabilities that are required to deliver the technical roadmap.
3. Be an active member of architectural forums and contribute to the architectural direction of the organisation via collaboration within BS&T Group.
4. Ensuring adherence to security and compliance standards within the DHA's software development lifecycle process including coding standards, best practices, and quality assurance processes.
5. Collaborate with stakeholders to prioritise work activities, resource allocation, and skill alignment as part of MDTs. Prioritise the resolution of system issues and incidents in a timely manner to maintain and support business function continuity.
6. Prioritise systems changes and enhancements to existing systems as part of monthly release cycle that support Technology Refresh deliverables and ensure to have rigorous regression tests to ensure critical business outputs are maintained with expected accuracy.
7. Build productive relationships across the organisation and with partners. In this role, your ability to lead and influence will hold equal importance with your technical subject matter expertise.
8. Drive team productivity, efficiency, collaboration and communication within the team and cross-functional teams, ensuring alignment of goals and promoting knowledge sharing.
9. Invest in the appropriate resourcing and development of the applications development and integration team including actively mentoring and coaching on best practice approaches, fostering a culture of continuous improvement and professional growth.

WHAT WE ARE LOOKING FOR

Appointments in the Australian Public Service are merit-based. We will make an assessment of your suitability by looking at what you have done previously – the knowledge, skills and experience you have built, your potential for development, and your personal qualities.

For this role, we will consider the following:

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1. Demonstrated experience in managing and driving the technical direction of high performing software development teams.
2. Strong technical expertise in software development, cloud-based platforms, databases, and web technologies with and an understanding of how to drive modern software development practices on Salesforce.
3. Demonstrated ability to design and implement secure software applications based on industry best practices and ISM compliance requirements.
4. Demonstrated ability to drive a software development strategy and roadmap with proven success at delivering complex software development initiatives to meet strategic objectives.
5. Experience in establishing practices within teams to follow Agile and DevOps methodologies using tools like Azure DevOps, Jira or similar.
6. Ability to think strategically, innovate and drive change to improve software development processes to deliver high-quality solutions.
7. Excellent communication and interpersonal skills, with the ability to work collaboratively with cross-functional teams and stakeholders.
8. Demonstrated experience and ability in managing, delegating, coaching and developing a team of technical specialists.

CONDITIONS AND BENEFITS OF THE ROLE

This is a full-time position. DHA's core business hours are between 8.30am and 5.00pm Monday to Friday. DHA operates under flexible working hours and staff may be required to work outside core business hours at times.

Your employment experience with DHA will include work-life balance and flexible working options, competitive salary and benefits (including 15.4% superannuation contributions by DHA), generous leave entitlements, career progression opportunities and a diverse range of interesting projects in a high performing and collaborative work environment.

HOW TO APPLY

Considering the information above, please use 500 words to detail how your skills, experience and knowledge are relevant to the role and describe the contribution you can make to DHA. This will give us an idea of your writing and comprehension ability, as well as your understanding of the role.

Please refer to the [Australian Public Service Commission's Cracking the Code](#) for additional assistance with your application.

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