Role Description
Developer

Role Description Fields	Details
Cluster	Education
Department/Agency	TAFE NSW
Division/Branch/Unit	As assigned
Position Description no	10012-02
Classification/Grade/Band	TAFE Worker Level 8
Senior executive work level standards	Not Applicable
OSCA Code	273333
PCAT Code	1226492
Date of Approval	August 2022
Agency Website	www.tafensw.edu.au

Agency overview

TAFE NSW's purpose is to skill the workforce of the future. It is Australia's leading provider of vocational education and training supporting hundreds of thousands of learners annually and with a proud history of setting the benchmark for quality service. As the NSW public provider, it supports the NSW Government's priority to grow skills for the economy and jobs of tomorrow. Critically, TAFE NSW plays a vital role in providing vocational education in rural and regional NSW, and job training pathways for the most vulnerable in the community.

TAFE NSW offers the best of campus-based delivery as well as flexible, online and work-based learning. The TAFE NSW values of Customer First, Collaboration, Integrity and Excellence guide our team in strengthening communities, delivering world-class training for our students and producing job ready graduates for employers. The operating environment for TAFE NSW is dynamic as we leverage our scale, expertise, passion and reputation to meet the rapidly changing VET landscape.

TAFE NSW is committed to its students and customers and the role it plays in changing lives and opening up opportunities through learning.

Primary purpose of the role

The Developers (Full Stack, Front End, Back End) are agile team members that deliver solutions with modern supported technologies and are responsible for developing, fixing, enhancing, and refactoring applications and systems to meet the business needs.

Key accountabilities

1. Act in an operational capacity delivering continuous process and technology improvements and defect remediation of operational services to ensure the digital experience is accessible and engaging.
2. Participate in front end through to back end integration (full stack) development requiring interaction with users and logic, working with varying browsers and capabilities, understanding the way content is presented on platform desktops and devices and having a knowledge of frameworks, software architecture, design patterns, databases, APIs, interconnectivity, DevOps ensuring intuitive and responsive interfaces.
3. Undertake front end user interface design and development and collaborate with UI/UX designers to bridge the gap between graphical design and technical implementation.
4. Undertake back end internal workforce and coding within applications with a view to undertaking full stack front end to back end integrations, assuming technical responsibility for all stages of the development process to ensure compliance with standards set for design, coding, security and legal.
5. Interact with teams in technical discussions, design and code reviews and utilise technical expertise in the requirements analysis phase to ensure the solution is both fit for purpose and use, implementing areas of software process improvement to enhance the organisation's development capability and to create a better experience for the end users.
6. Translate UI/UX design wireframes to actual code to produce visual elements of the applications and ensure technical feasibility of the designs.
7. Build reusable code and libraries for future use and ensure applications are optimised for maximum speed and scalability.
8. Work closely with the Senior Developer to develop usable Application Program Interfaces (API) to develop software or facilitate interaction between distinct solution delivery systems.
9. Design and execute acceptance testing to improve the quality and reduce operational risk of the developed application, participating in product configuration, performance tuning and testing as well as production monitoring and identifying and addressing performance and scalability bottlenecks.
10. Provide on-going 3rd level support of developed applications to reduce the impact of application defects and related incidents and participate in agile development processes, utilizing industry standard tools for issue tracking, version control, and code deployment.
11. Reflect TAFE NSW's values in the way you work and abide by policies and procedures to ensure a safe, healthy and inclusive work environment.
12. Place the customer at the centre of all decision making.
13. Work with the Line Manager to develop and review meaningful performance management and development plans.

Key challenges

- Maintaining scope and results focus within a business environment undertaking a range of significant initiatives.
- Managing consultation and negotiation with diverse stakeholders, within agreed timelines, given their varying expectations, viewpoints and interests.
- Improving real-time information access; streamlining processes, accessing information more efficiently, transferring data and information across multiple platforms and development and maintenance.

Key relationships

Internal

Who	Why
Line Manager	• Receive leadership, direction and advice.
Project Team leads and members	• Share information. • Guide and support project team members. • Work collaboratively to contribute to achieving team outcomes. • Collaborate in the implementation of project related strategies.

External

Who	Why
Vendors	• Manage relationships and performance as required and align requirements with project timeframes and delivery. • Liaise on technical issues. • Keep abreast of emerging technologies and solutions.

Role dimensions

Decision making

- Makes decisions on complex and sensitive issues that have a high level of impact on the immediate work area and the potential to impact more broadly on agency operations and externally.
- Matters requiring a higher level of approval are referred to the Reporting Line Manager.

Reporting line

As assigned

Direct reports

Nil

Budget/Expenditure

TBA

Essential requirements

1. A valid Working with Children Check (required prior to commencement).
2. Degree qualification in related field or equivalent significant industry experience.
3. Ability to address and meet focus capabilities as stated in the position description.
4. Experience developing web applications using PHP and SQL, HTML,CSS, JavaScript
5. Knowledge of the following desirable Learning Management Systems, REST based Web Services, WEB Frameworks such as Angular, Unit Testing Tools.

Capabilities for the role

The NSW public sector capability framework describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into focus capabilities and complementary capabilities

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Focus capabilities

Capability group/sets	Capability name	Behavioural indicators	Level
Personal Attributes	**Manage Self** Be persistent, self-reflect and commit to learning	• Adapt your existing skills to new situations • Commit to achieving work goals • Be aware of your strengths and areas for growth, and develop and apply new skills • Seek feedback from colleagues and stakeholders • Persist when tasks are difficult	Intermediate
Relationships	**Communicate Effectively** Communicate clearly, pay attention to others and respond with understanding and respect	• Tailor communication to suit the needs, backgrounds and perspectives of diverse audiences and address barriers to participation • Clearly explain complex ideas and arguments to individuals and groups • Create opportunities for others to contribute • Share information with other teams and business units to enable informed decision-making • Write clearly and concisely in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences • Pay attention and encourage others to express their views	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
Relationships	**Influence and Negotiate** Gain consensus and commitment from others, and resolve issues and conflicts	• Negotiate from an informed and credible position • Lead and facilitate productive discussions with staff and stakeholders • Encourage others to share and debate ideas to help reach a consensus • Recognise diverse perspectives and the need for compromise when negotiating mutually agreed outcomes • Influence others with a fair and thoughtful approach and sound arguments • Be sensitive and show understanding when resolving conflicts and differences • Manage challenging relationships with internal and external stakeholders • Anticipate and minimise conflict	Adept
Results	**Think and Solve Problems** Think, analyse and consider the broader context to develop practical solutions	• Make recommendations based on evidence by researching and critically analysing information and identifying interrelationships • Anticipate, identify and deal with issues and potential problems that may impact organisational goals and the customer experience • Think creatively to come up with new ideas to resolve issues and improve customer experience • Seek input and ideas from people with different backgrounds and experiences • Participate in and contribute to team or business unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness • Analyse data and information to identify insights and communicate findings in a clear and meaningful way	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
Business Enablers	**Technology** Understand and use available technology to maximise efficiencies and effectiveness	• Identify opportunities to collaborate using a range of technologies • Monitor compliance with policies for cyber security and acceptable technology use • Identify and evaluate how technology supports business strategies and objectives, raising concerns where outputs may be inappropriate • Monitor compliance with your organisation's records, information and knowledge management requirements • Check that outputs from systems and digital tools support objectives and meet expected standards	Adept
Business Enablers	**Project Management** Understand and use effective ways to plan, coordinate and control projects	• Research and analyse data at a basic level to inform and support the achievement of project deliverables • Contribute to developing project documents and resource estimates • Contribute to reviews of progress, outcomes and future improvements • Identify when projects differ from their plans and tell your supervisor	Intermediate

Occupational Specific Focus Capabilities

Capability group/sets	Capability name	Behavioural indicators	Level
SFIA	**Development and Implementation –System development**	**Programming/software development (PROG)** - Takes technical responsibility across all stages and iterations of software development. Plans and drives software construction activities. Adopts and adapts appropriate software development methods, tools and techniques selecting appropriately from predictive (plan driven) approaches or adaptive (iterative/agile) approaches. Measures and monitors applications of project/team standards for software construction including software security. Contributes to the development of organisational policies, standards, and guidelines for software development.	**Level 5 (PROG)**

Capability group/sets	Capability name	Behavioural indicators	Level
	Development and Implementation– Installation and Integration	**Systems Integration and build (SINT) -** Provides technical expertise to enable the configuration of software, other system components and equipment for systems testing. Collaborates with technical teams to develop and agree system integration plans and report on progress. Defines complex/new integration builds. Ensures that integration test environments are correctly configured. Designs, performs and reports results of tests of the integration build. Identifies and documents system integration components for recording in the configuration management system. Recommends and implements improvements to processes and tools.	**Level 4 (SINT)**

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.
Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Foundational
Personal Attributes	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate
Personal Attributes	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
Relationships	Work Collaboratively	Collaborate with others and value their contribution	Intermediate
Results	Deliver Results	Achieve results by using resources efficiently and committing to quality outcomes	Intermediate
Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Intermediate
Results	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Intermediate
Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
Business Enablers	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Foundational