POSITION DESCRIPTION

Position Title: Senior Integration Developer
Organisation Unit: Strategic Program Office
Position Number: New
Type of Employment: Fixed term, full-time
Classification: Hwe Level 7

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 52,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 15,400 international students from 135 countries, adding to its proud 250,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a $1.75 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.
UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

The University operates in a rapidly changing environment within a global marketplace, where institutions strive for higher levels of excellence and reputation. Australian universities face increased financial pressures, regulatory changes arising from the 2014-2015 Federal Government budget announcement, reputational pressures and changing client expectations (student, industry and government).

Within this context, UQ seeks to review its services, to ensure that UQ remains competitive and sustains success in the longer term. A focus on continuous improvement as part of every person’s contribution to the future of UQ is vital to ensuring a service oriented culture. The University’s Strategic Program Office will enhance UQ’s ability to deliver its core functions of learning, discovery and engagement.

This University-wide program will adopt a One UQ approach with shared commitment and responsibility to enhance the student and staff experience by transforming internal business operations. The program seeks to:

- Enhance the student experience and increase student satisfaction levels
- Improve the workplace experience for staff members
- Ensure a better use of UQ’s resources through improved operational efficiency and effectiveness with freed resources reinvested in learning, discovery and engagement.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

DUTY STATEMENT

Primary Purpose of Position

The primary function of the position is to provide a high level of development and deployment for HCMS Integration initiatives at UQ. This position provides technical expertise in the areas of analysis and development, specialising in the integration domain. The position will frequently be a major link between SPO, ITS and the client, or between different technical teams. Good communication is essential in order to ensure stakeholder satisfaction and provide explanations of highly technical matters that are suited to the technical capability of the audience; and in order to provide training and direction to more junior staff.

Duties

Duties and responsibilities include, but are not limited to:

- Design, implementation, installation and maintenance of information systems and infrastructure to support data and application integration.
• Undertake design and development in support of significant data and application integration projects with regard to the professional qualifications and experience of the position.

• Consult on the technical aspects of data and application integration to SPO and Information Technology Services clients.

• Consult to clients and represent SPO on matters not directly related to technical issues, such as, staff selection and other University committees.

• Investigate, evaluate and report on new equipment, systems, processes and standards.

• Ensure client satisfaction through the provision of efficient work practices and fostering positive client relationships.

• Assist team members in developing their skill set through mentoring.

• Undertake administrative tasks including (but not limited to) preparation of business cases, preparation of plans (in support of technical tasks), submission of change requests, management of work requests and completion of timesheets.

• An employee may be required to carry out other duties within the scope of the classification and within the limits of their skill, competence and training.

• Adopt and promote sound cyber security practices in compliance with UQ’s Cyber Security Policy and according to cyber security procedures and standards developed by the University or Division.

Other
Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

• the University’s Code of Conduct

• requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School

• the adoption of sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures

• requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University

• Some positions may require the incumbents to work rotating shifts with appropriate allowances, or on a rotating roster not involving shift work as such. Some positions may require the incumbent to be available on-call outside of working hours, subject to payment of the prescribed allowance and overtime penalties if necessary. While staff will have a campus nominated as their principal campus, they may be required to work at any University Campus subject to the Travel and Transfer Policy (http://ppl.app.uq.edu.au/content/5.43.09-transfer-and-travel-between-university-locations).
Organisational Relationships

The position reports to the HCMS Integration Lead.

SELECTION CRITERIA

Essential

- Qualifications and training equivalent to an undergraduate degree in IT and extensive relevant experience; OR an equivalent combination of experience, education and training.
- Strong skills and extensive experience in analysis, design, development and maintenance of multi-user systems or applications.
- Knowledge and experience in object oriented programming practices
- Knowledge and skills in data modelling techniques
- Effective interpersonal, oral and written communication skills, including the ability to effectively mentor others and to work collaboratively with clients and colleagues to achieve positive outcomes.
- Demonstrated effective problem solving skills with the ability to perform research or liaise with others to develop solutions for more difficult problems.
- Organised and methodical approach to tasks, including attention to documentation and administrative tasks.
- Must be self-motivated and able to work to objectives with limited guidance, taking responsibility for the running and outcome of assigned activities — either alone or as a member of a team.

Desirable

- Experience with data and / or application integration between two or more applications, in either batch or real-time environments
- Experience with DevOps practices and associated tools, such as: containerisation, automated testing, auto-scaling, continuous integration, continuous delivery, logging and monitoring.
- Knowledge and experience with Agile software development, including SCRUM.
- Experience with development and operations in platform environments such as API Gateways, ESBs, Data Warehouse or ETL tools.
- The technologies and tools used within the team are listed below. Please indicate what experience you have with any of those listed:
  - Integration development technologies such as SOAP and RESTful web services, JavaScript frameworks, XML (XQuery, XSLT, XSD etc) and JSON
  - Programming in Java, PHP, Python, .NET and / or PL/SQL
  - Database development (including Oracle, SQL Server or MySQL)
  - Web servers and web proxy servers such as Nginx and Apache
  - Linux and / or Windows administration
  - Amazon Web Services (AWS) IaaS and PaaS technologies and services.
The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to central-hr-advisory@uq.edu.au