



Position Description

Associate Integration Developer

Application Services, Integration

Division of Information Technology

Classification Level 5

Special conditions None

Workplace agreement [Charles Sturt University Enterprise Agreement](#)

Date last reviewed December 2024



Division of Information Technology

The Division of Information Technology (DIT) is responsible and accountable for the strategic management, development and support of information technology (IT) across the University, and the provision of related services to all staff and students of Charles Sturt University. Areas of responsibility include:

- The CSU website and online environment for students and staff
- Desktop computer supply & maintenance, mobile devices and Staff email
- Access & Logins, Help & Support Desk
- Application and Integration services
- Network and Internet services
- Enterprise Architecture services, strategic engagement, and advice
- Computing facilities including Learning Commons and Library and Labs
- Corporate software and support
- Communication services, including telephones, voicemail and video conference facilities
- Audio visual services and teaching space technology

The Division of Information Technology is committed to a strong service culture. It focuses on delivering 'fit for purpose' quality services to the University community. DIT works in partnership with organisational units, and external providers, in the delivery of strategic, continuous improvement and operational projects. The programs and projects are prioritised by the senior executives in alignment with University Strategy, strategic objectives and business value. DIT also supports the project management activities, provides budget, expenditure, schedule, contract and resource information.

Application Services, Integration

The integration team is responsible for the strategic management, implementation, and support of technology solutions that integrate new and existing applications and systems into the University's complex IT ecosystem.

We leverage cutting edge technologies and approaches such as iPaaS (integration Platform as a Service), API Management, Enterprise Service Bus, Message Oriented Middleware, and Master Data Management to provide high quality enterprise integration solutions that ensure our staff, students, and communities are connected to the information they need in the systems they use every day.

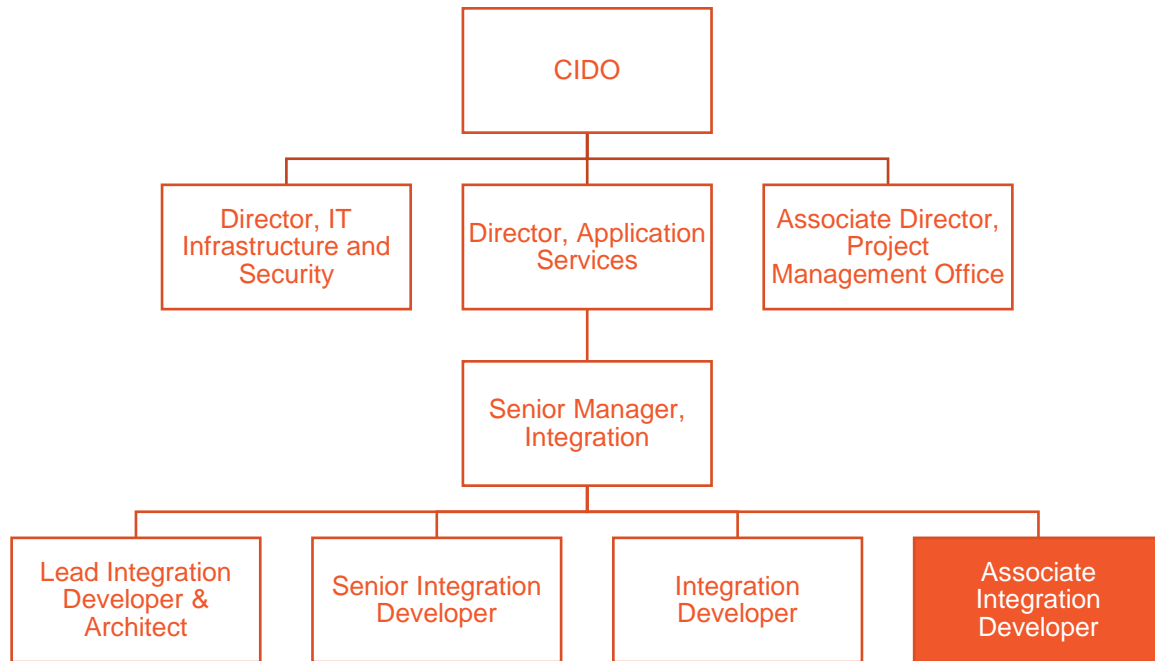
We build and maintain technical solutions using a range of design and development approaches and proven programming patterns and practices to streamline the University's data driven processes.

We build and maintain a suite of web-based APIs enabling the interconnectivity of applications and systems, and on-demand access to centralised enterprise data and logic.

We enable near-real time syncing of data events between systems to ensure a data change in one system is reflected in all other systems in a timely manner.



Organisational chart



Reporting relationship

This position reports to: Senior Manager, Integration

This position supervises: Nil

Key working relationships

- Lead Integration Developer & Architect
- Integration Team Members
- Application Team Members
- Other DIT Teams as required
- Student Systems Team
- Finance Systems Team
- HR Systems Team
- Clients from other Divisions and Faculties as required



Position overview

The Associate Integration Developer works closely with project teams including clients, business analysts, and enterprise architects. They are responsible for the ongoing contribution to the following phases of applications and integration development including design, development, implementation, and ongoing support and enhancement of enterprise information systems and integration services.

The incumbent is responsible for ensuring that high quality standards and processes of integration and/or application development are implemented ensuring maximum alignment with business requirements and fit for purpose quality solution outcomes.

Principal responsibilities

- **Values:** Consistently embody the University's values in behaviour and decision-making, while encouraging inclusivity and collaboration to foster a safe and respectful work environment.
- Implement quality fit for purpose applications and integration solutions within projects and ongoing maintenance and enhancement activities.
- The support, maintenance, operational documentation, monitoring and continuous improvement of Applications and Integration services within agreed standards.
- Perform unit and integration testing, following agreed processes, to ensure delivery of high-quality solution components.
- Develop, support, and modify applications and integration components as required.
- Liaise with and assist clients in areas such as acceptance testing, problem solving and requirements gathering as required.
- Assist in migration of solutions through all phases of development and maintenance.
- Stay abreast of the latest developments, trends and advancements around technology including the field of artificial intelligence (AI).
- Other duties appropriate to the classification as required.



Required capabilities

Capability	Capability Definition	Level of influence
Innovates		
Navigates Complexity	Adjusts and responds effectively to new or unexpected situations, challenges, or opportunities whilst developing strategies to manage wellbeing in a challenging environment.	Influence self
Creates Innovative Solutions	Reflects on outcomes and drives ongoing improvement.	Influence self
Optimises Digital Environment & Data	Builds own knowledge of new technologies, adopts appropriately and uses data to draw insightful conclusions.	Influence self
Connects		
Builds Relationships	Implements interdisciplinary collaboration, adopts diversity and inclusion principles, and facilitates relationship building to work effectively with others.	Influence self
Achieves		
Manages Change	Assumes responsibility for change. Supports change initiatives, builds knowledge to understand purpose and impact. Supports others to engage with change to deliver outcomes.	Influence self

Enablers		
Utilises Technology Effectively	Builds capability in relevant technologies, complies with security obligations and addresses the ethics of technology use to minimise risk.	Influence self

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distance up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. Completion of a degree without subsequent relevant work experience as a graduate upon appointment; or completion of an associate diploma with a range of experience including at least 2 years subsequent relevant work experience; or completion of a certificate or a post-trades certificate and extensive subsequent relevant experience; or an equivalent level of knowledge gained through any other combination of education, training and/or experience.
- B. Demonstrated initiative and self-direction while working as part of a team, with strong communication and interpersonal skills when interacting with staff and clients at all levels.
- C. Developing customer service focus, demonstrating problem-solving and analytical skills in the provision of efficient and quality IT service support.
- D. Developing skills and understanding of one or more of the following: Relational Databases; Structured Query Language (SQL); RESTful APIs and other web API technologies; Messaging tools and protocols; ETL, ESB; Javascript, Java, Python, or similar programming languages.

Desirable

- E. Developing IT skills in integration development and support with specific skills and knowledge in Boomi, Software AG webMethods, or an equivalent product.
- F. Knowledge and experience of ITIL processes and principles