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| **Position title:** | Systems Developer |
| **Supervising Manager:** | Enterprise Systems Manager |
| **Shared Services team:** | Technology |
| **Centre:** | Sydney |

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Working. Respect. Together

King & Wood Mallesons is committed to creating an inclusive, fair and respectful culture. We require all partners and staff to contribute to a safe working environment which is free from unlawful discrimination and/or harassment. We also require partners and staff to maintain a professional standard of dress, appearance and behaviour during work and at work related functions.

We acknowledge, understand, accept and value differences among all our people. This may relate to age, marital status, ethnicity, carer's status, gender, physical and mental disability, sexual orientation, gender identity, gender expression, spiritual practice or religious belief, for example.

We recognise the importance of reconciliation with Aboriginal and Torres Strait Islander peoples and pay our respects to them as the traditional owners of country.

# Position summary

As a Systems Developer you will be responsible for building supportable, reliable and functional software applications including those which integrate with existing systems.

You will collaborate with key stakeholders and work to enhance the firm’s existing technology platforms into integrated productivity functions. You will be responsible for adhering to ITSM processes and Security policies as well as software development lifecycle disciplines to ensure all code is developed in accordance with best practices and supporting documentation is created and kept up to date.

You will work closely with colleagues in the Enterprise Systems & Development team as well as other technology teams including Projects, Operations, Service Desk, Training as well as other shared services and legal teams.

# Your key responsibilities

* Develop, maintain, and extend the firm’s software systems with a particular focus on business process management
* Write well-designed, easily maintained and tested code
* Debug, troubleshoot and maintain existing applications and integrations
* Prepare and maintain system and program documentation
* Assist in the analysis and design of applications programs and databases
* Collaborate with key stakeholders
* Manage the implementation of development solutions in line with project timelines and service level objectives
* Understand business requirements and transform them into appropriate technical solutions that deliver demonstrated value to the firm
* Manage the expectations of key stakeholders and effectively communicate timeframes for the delivery of products and solutions
* Identify opportunities to enhance existing technologies, and exploit new and emerging technologies
* Adhere to ITIL V4 processes such as incident, change and problem management

# Your key relationships

* Head of Technology Solutions and Service Delivery
* Enterprise Systems & Development Manager
* Technology leadership team and the broader technology group
* Other Shared Services and legal teams

# Capabilities

Our Capability Framework is a key tool to help drive business results and achieve our vision of leading the way in creating value, centred on what our clients need.

To succeed in this position the following capabilities are to be achieved:

**People**

* Respectful and supportive interactions that lead to firm high performance
* Building effective teams by empowering and coaching people
* Leading through collaboration and accountability

**Clients**

* Consistently delivering superior client service
* Becoming a trusted advisor through deep understanding of the client
* Building strong and enduring client relationships
* Adapting flexibly to a changing environment to meet client needs

**Firm**

* Application of technical knowledge to advance the client’s commercial objectives
* Development of legal and industry/sector expertise
* Effective practice and project management
* Building your professional reputation
* Achieving financial and cost targets
* Commitment to continuous improvement through innovation
* Applying business acumen in pursuit of opportunities for the firm and clients
* Effective workload and project management

**Financial**

* Applying business acumen in delivery of service to clients
* Achieving business, project and budget goals
* Commitment to continuous improvement through innovation

# Skills and attributes

* Demonstrated knowledge of business workflow technologies and solutions
* Demonstrated knowledge of web technologies such as HTML, CSS, and Javascript
* Strong knowledge of database design in modern applications
* Strong knowledge Microsoft .NET technologies
* Working knowledge of web framework and technologies such as HTML, CSS, Angular, React, jQuery, Javascript
* Working knowledge of web APIs and web services
* Working knowledge of software development lifecycle methodologies
* Working knowledge of agile methodologies such as scrum and kanban
* Strong attention to detail
* Strong ability to manage and deliver work within timeframes
* Proactive and flexible approach to tasks
* Ability to “own” issues and work with other teams to achieve desired outcomes
* Ability to work independently and multi-task effectively
* Ability to work with all people irrespective of their function or role
* Ability to decide on and articulate a technical solution to solve a business problem
* Flexible and willing to accept changes in priorities when necessary

# Technical Knowledge

# **Essential**

* 4+ years developing with .net and Microsoft related products, particularly C#
* Strong working knowledge of software IDEs – e.g. Visual Studio, Code, etc.
* Strong experience with database tools, Microsoft SQL Server preferred
* Experience with web development tools – e.g. XHTML, HTML5, CSS, JQuery, etc.
* Experience with code management and source control solutions
* Experience with workflow software such as K2 or Microsoft Logic Apps

**Desirable**

* Experience with Sharepoint 2016, Sharepoint Online, SPFX is desirable but not essential
* Experience with M365 is desirable but not essential
* Experience with Microsoft Azure is desirable but not essential
* Experience with task management software such as Jira is desirable but not essential

# Qualifications and experience

* 4+ years of experience in programming, applications design, systems integration
* Tertiary qualification in technology or related discipline
* Experience in end-to-end development of technology/business projects
* Strong experience developing software solutions for large professional service firms and/or corporations

# Our Vision & Values

Our global vision …..

‘To create a unified top tier global law firm headquartered in Asia’.

Across our global firm we have values that guide us and that we aspire to live up to …..

* Client centric
* Dynamic and entrepreneurial
* One team. One firm
* Excellence and innovation
* Stewardship
* Global perspective

…..these are the same whichever part of the firm you work in, in all countries.

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*As King & Wood Mallesons evolves to meet changing strategic and operational needs and objectives, so will the roles required of its staff. As such, this document is not intended to represent the position which the occupant will perform in perpetuity. It provides an overall view of the incumbent’s role as at the date of this statement. In addition to this document, the specifics of the incumbent’s role will be described in local area work and project plans, and in performance plans developed by the incumbent and relevant partner/ manager as part of KWM’s performance evaluation, development and progression processes.*