

# Position Description

## Software Engineer



### Details

Faculty or Portfolio	Institute for Intelligent Systems Research and Innovation (IISRI)
Employment	Full-time (36.75 hours per week) and Fixed-Term
Location	Geelong Waurun Ponds Campus
Classification	HEW 5
Manager	Deputy Director, IISRI

### Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse, and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies, and capabilities.

At Deakin we value diversity, embrace difference, and nurture an inclusive, safe, and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities, and genders.

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[Benefits of working at Deakin](#)

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### Overview

This position will provide technical support to the Institute for Intelligent Systems Research and Innovation (IISRI). It is responsible for providing analysis and programming support, specifically research and contract programming, technical problem solving, support of user acceptance testing and other general duties associated with applications for development.

The Software Engineer works directly with project leaders in the creation of project proposals, including preparation of project plans, estimation of high-level project timelines, as well as the identification of risks and strategies to mitigate those risks. They will lead code reviews for work performed by other team members on associated projects and champion and lead a topic of focus (e.g. web security) by identifying capability gaps and contributing to the group's knowledge base.

### Responsibilities

- Create practical, simple and accessible solutions to problems after considering multiple perspectives
- Consult with available sources to gather relevant information and seek the expertise and advice of other people as appropriate
- Generate new ideas and shares those ideas with others in the work area to improve process and practice
- Collect and analyse information and data from a variety of appropriate sources to solve work problems
- Understand local processes, prepare standard documents, manage records, regularly track progress of work tasks and identify key issues
- Seek to understand the evolving digital landscape and keep abreast of trends and new technologies
- Engage in process improvement activities and adopt new ideas, approaches and changes to work practices
- Use knowledge of continuous improvement principles to analyse current processes and practices
- Deliver effective and efficient outcomes and outputs against team and operational work plans
- Take personal responsibility and show initiative to meeting goals and objectives contributing to an inclusive team environment

### Relationships

#### *Internal:*

- Deputy Director, IISRI
- Project leaders
- Project team members

#### *External:*

- Vendors and other stakeholders associated with development and research projects

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### Selection

#### *Qualifications and experience*

- An equivalent combination of training and experience or a Bachelor of Computer Science and Software Engineering or related field.
- Experience developing front-end applications; either rich web applications (HTML, CSS, and JavaScript) or applications (C#).
- Experience developing server-side applications using the .Net framework.
- Experience working in a structured, collaborative development environment using contemporary project management approaches (e.g. Scrum) and best practice approaches for software engineering, including the use of version control, code reviews, and continuous integration.
- Experience using scripting languages (e.g. Bash, Python, Ruby) for building command-line utilities and applications.
- Experience in the specification and design of software systems, and the effective communication of requirements, test plans/results.
- Fundamental technical skills in the development of cloud-based software systems with a mix of server and client components (mobile and/or web), including, the ability to effectively use object-oriented and procedural programming languages, frameworks, and libraries.
- Sound ability to implement user interface designs based on wireframes and mock-ups and proven ability to deploy and operate systems in production environments.
- Desirable:
  - Experience liaising with clients and vendors in a technical support role to collaboratively elicit requirements and provide iteration and refinement in the delivery of projects.
  - Experience using appropriate tools and techniques that support project planning, task delegation, and development review/testing/release cycles.
  - Demonstrated ability to self-organise effectively and be accountable for contributions to the project and the group's initiatives.
  - Demonstrated ability to work effectively in a highly collaborative environment, including participation in reviews of code and design artefacts and contribute to planning, estimation, and retrospective activities.
  - Proven Interpersonal and communication skills to work independently and collaboratively in a multi-disciplinary environment.

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### Capabilities

- **Analysis and Problem Solving:** Sources relevant information; identifies problems and offers sustainable practical solutions
- **Continuous Improvement:** Proactively improves the efficiency and quality of existing materials processes and systems
- **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
- **Service Culture:** Considers other perspectives in making decisions and providing advice; strives to exceed expectations
- **Consulting and Advice:** Provides expert and valued advice; supports achievement of outcomes for stakeholders
- **Communicating with Influence:** Engages and energises others through clear and persuasive communication

### Special Requirements

- Working with Children Check (refer to Recruitment Procedure)
- National Police Record Check (refer to Recruitment Procedure)
- Australian citizenship

### Note

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.