Department of Natural Resources and Environment Tasmania

**Statement of Duties**

**Position title** Senior Software Developer

Position number 709823

Division/Business Unit/Branch Strategy and Business Services / Business Services / Digital and Data Services

Award/Agreement: Tasmanian State Service Award

Classification ICT Technician Level 2 (Tasmanian State Service Award, General Stream, Band 5)

Position Status Fixed Term

Full Time Equivalent (FTE): 1.0 FTE (minimum 0.80 FTE, by negotiation)

Ordinary hours per week: 36.75 hours (minimum 29.40 hours, by negotiation)

Location Statewide

Reports to Manager, System Services

**Position Purpose**

The purpose of the role is to perform a range of complex technical duties and project management tasks to support the Tasmanian Natural Values Atlas that directly contribute to of the delivery of the project producing efficient business systems and processes that support operational excellence and achievement of business outcomes.

**Major Duties**

* Undertake design, development integration and support of complex software in support of the Tasmanian Natural Values Atlas.
* Enhancing applications by identifying opportunities for improvement, making recommendations and designing and implementing systems.
* Maintaining and improving existing codebases.
* Liaise and consult with clients in the design and modelling of business solutions, in particular business processes.
* Perform integration and functional testing and develop technical documentation.
* Undertake research and investigation of new technologies and provide recommendations on their suitability and introduction within the Department.
* Provide authoritative technical advice to management and clients.

**Responsibility, Decision Making and Direction**

The occupant of the position is responsible for:

* ensuring expertise is effectively applied to provide program and service delivery outcomes consistent with the operational framework;
* providing leadership, instruction and guidance to less qualified or experienced associates in the specific discipline or area of expertise; and
* ensuring a safe working environment by complying with relevant Work Health and Safety (WHS) legislation, codes of practice and policies, procedures and guidelines issued under the Department’s WHS Management System.

The decision making and direction received in relation to the role are that:

* work is undertaken within established operational guidelines, systems and processes with limited guidance required in applying “highly developed expertise” OR “specialist technical knowledge” (where specific qualifications are essential) to complex and challenging program activities; and
* the occupant exercises considerable independence in interpreting and evaluating the requirements and effectiveness of the operational program and service delivery according to the decision-making framework and in providing solutions to meet service delivery requirements.

**Knowledge, Skills and Experience (Selection Criteria)**

1. Knowledge of technologies like Java, Spring Boot and JavaScript based front-end technologies with a proven ability to design, build and unit test software components. In depth knowledge and experience in application development with technical knowledge of Web services and API design and development.
2. Sound relational database knowledge with an emphasis on Postgres and Oracle databases. Relevant operational experience in ensuring security and audit within those systems.
3. The capacity to provide leadership, instruction and guidance to less qualified or experienced associates and the ability to work as a member of a team.
4. Interpersonal and communication skills demonstrating an ability to provide clear and authoritative oral and written advice, reports and recommendations for complex activities that are understood and accepted by others as resolving program and service delivery challenges. The ability to liaise effectively with specialists, senior staff and stakeholders and negotiate outcomes that meet specified requirements.
5. Proven ability to make informed decisions, recommendations and/or implement alternative methods of approach to provide operational solutions for program and service delivery requirements.
6. Well-developed organisational skills with a proven capacity to work autonomously, determine priorities and deal with competing demands within limited time frames. Proven ability to exercise initiative, flexibility and creativity to meet complex operational challenges.

**Position Requirements**

Desirable Qualifications and Requirements

* An appropriate qualification at a tertiary level.
* Knowledge of the software development life cycle.
* Developer with Typescript experience or strong Java / Spring knowledge.
* Experience working on a variety of software development projects.

**About Us**

**The Department of Natural Resources and Environment Tasmania (NRE Tas)** is responsible for the sustainable management and protection of Tasmania’s natural and cultural assets for the benefit of Tasmanian communities and the economy. The Department’s activities guide and support the use and management of Tasmania’s land and water resources and protect its natural and cultural environment. The Department is also responsible for delivering the services that support primary industry development and the protection of the State’s relative disease and pest-free status.

Under Tasmania’s emergency management arrangements NRE Tas is the management authority (lead agency) for various aspects of the management of biosecurity emergencies (includes exotic animal, plant and marine disease and pest emergencies), environmental emergencies (includes marine pollution spills), fire in national parks and other reserves, floods from dam failure and sea inundation from storm surge. In regard to those types of emergency prevention, preparedness and response activities are core business of this agency and potentially may involve all staff in some way.

The Department’s website at [www.nre.tas.gov.au](http://www.nre.tas.gov.au) provides more information.

# **Working Environment**

# Employees work within an environment that supports safe work practices, diversity and equity with employment opportunities and ongoing learning and development. We are committed to valuing and respecting each other as colleagues and peers. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our customers with respect. We do not tolerate discrimination, harassment or bullying in the workplace.

# NRE Tas has a culture of zero tolerance towards violence, including any form of family violence. We will take an active role to support employees and their families by providing a workplace environment that promotes their safety and provides the flexibility to support employees to live free from violence.

# There is a strong emphasis on building leadership capacity throughout NRE Tas.

# The expected behaviours and performance of the Department’s employees and managers are enshrined in the *State Service Act 2000* through the State Service Principles and Code of Conduct. These can be located at [www.dpac.tas.gov.au/divisions/ssmo](http://www.dpac.tas.gov.au/divisions/ssmo).

Some intrastate travel may be required.