

# Ready to challenge yourself?

At Hydro Tasmania, we're leaders in renewable energy, powering Australia with clean hydropower. We really care about making a difference for the better, but it's a big job, and we can't do it alone. Which is where you come in.

A career with us will support you to be the best you can be with open working relationships, genuine opportunity to try things your way, and unwavering commitment to excellence.

**Together we'll make a difference.**



# Position Description: **Software Developer**

## **Role overview**

- **Position classification:** HT4
- **Number of direct reports:** NIL
- **Delegation Level:** NIL
- **Team, business area:** Dispatch Optimisation, Commercial
- **Immediate manager:** Manager Dispatch Optimisation
- **Manager-one-removed:** Head of Spot Markets

## **Role purpose**

The Software Developer is responsible for developing and supporting application software for specific business solutions where commercially developed products are either not available or are not fit for purpose.

# Position Description: **Software Developer**

## Role accountabilities

### Leadership and Organisation

- Builds strong customer relationships and delivers customer-centric solutions,
- Takes on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm,
- Builds partnerships and works collaboratively with others to meet shared objectives,
- Making purposeful and well-informed choices to optimise wellbeing for self and others, role-modelling wellbeing as a priority, embedding reliable disciplines and influencing positive change in the system for others, and
- Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.

### Technical

Undertakes the application software development lifecycle, including:

- Provides functional and technical expertise to develop technical design specifications for software and database solutions;
- Develops application software and databases to agreed standards, including test designs, user and system documentation, and cycles for unit, system and integration testing; and
- Works in an agile team delivering value in a close relationship with our colleagues, using DevOps practises such as Continuous Integration, Automated Deployment, Automated Testing, Application Monitoring and Production Support.

# Position Description: **Software Developer**

## Technical Continued

**Works in a DevOps environment using practises that contribute to the improvement and application of software standards, including:**

- Maintains and continuously improves software standards, tool definition and practices;
- Undertakes peer reviews of technical design and software code in a quality assurance role; and

**Maintains system and software integrity through strict change control procedures, including:**

- Maintains a strong understanding of software control processes including version control, change management, release management, problem management and testing;
- Develops software releases and accompanying release instructions;
- Ensures adherence to the change control methodology and software version control procedures; and
- Manages software installation procedures and provision of support during software releases.

**Undertakes software maintenance and support activities, including:**

- Investigates application software performance to detect errors, apply testing procedures/methodologies and analysis of data;
- Undertakes impact analysis of proposed application changes and problems;
- Analyses problems and implementing software fixes; and
- Provides application support services to our business for problem rectification and managed work packages.

# Position Description: **Software Developer**

## Candidate attributes

### Technical skills and qualifications

- Tertiary qualifications in an appropriate technical/professional discipline or equivalent experience.

### Experience

- Experience developing software with Microsoft software development platforms or similar application frameworks; and
- Technical capability with web, mobile or desktop client, server, and database technologies; and
- Knowledge of Agile software development.
- Participation in delivery of projects;

### Change mindset

- You identify and implement opportunities for continuous improvement/Lean initiatives within your team and across the business.
- You embrace change where needed and inspire others to do the same.
- You display resilience and persistence to achieve positive change outcomes.

### Growth mindset

- You see challenges and failures as opportunities.
- You actively seek and learn from feedback.
- You have a mindset of development, determination and opportunity.

### Behavioural competencies

- See the Behavioural Competency Framework on the following page

# Position Description: **Software Developer**

## Behavioural Competency Framework

Competency	Description	All of us
Innovation & Continuous Improvement	Looks for new and better ways of doing things. Adapts to change to promote growth and improvement.	<ul style="list-style-type: none"><li>• Continually looks for opportunities for Lean improvements</li><li>• Follows ideas through to action, reflects and always seeks to do better</li><li>• Demonstrates diverse thinking and embraces change</li><li>• Encourages peers to do the same</li></ul>
Collaboration	Breaks down silos, works across boundaries and builds relationships to achieve outstanding results to be proud of.	<ul style="list-style-type: none"><li>• Actively looks for opportunities to share knowledge and utilise strengths</li><li>• Works co-operatively to achieve shared objectives</li><li>• Recognises others for their contributions and accomplishments</li><li>• Gains and demonstrates trust and support for others through actions</li></ul>
Builds effective working relationships	Embraces and encourages an environment of respect and trust.	<ul style="list-style-type: none"><li>• Supports equal and fair treatment for all</li><li>• Is seen as a team player and finds common ground in a respectful way</li><li>• Seeks and provides feedback to improve working relationships</li></ul>
Accountability	Stands up and takes ownership for achieving results. Sets high standards for self and others.	<ul style="list-style-type: none"><li>• Follows through on commitments and encourages others do the same</li><li>• Takes personal responsibility for own timely and quality activities</li><li>• Designs feedback into the ways of work to support 'growth mindset'</li><li>• Provides exceptional service to stakeholders and customers</li></ul>
Judgement	Identifies and acts on issues and develops quality solution, setting high standards of decision making.	<ul style="list-style-type: none"><li>• Always role models our values</li><li>• Demonstrates rigor to make effective and quality decisions</li><li>• Stands up and acts when issues arise with a sound and level-headed approach.</li><li>• Keeps informed of activities and evolutions in the broader business</li></ul>

# Organisational Values: Our Way



## All about our customers

Creating a brighter future for our customers is at the heart of every decision we make. We take time to listen, learn and adapt to deliver innovative product solutions impact solutions that genuinely meet their needs.



## Keep each other safe

We've got each other's backs. We care for the well-being of our colleagues and communities and we courageously speak up when things aren't right.



## Do the right thing

It's up to all of us to leave a positive legacy for this world. We do the right thing by each other, our communities and our planet by acting with integrity and honesty in all that we do.



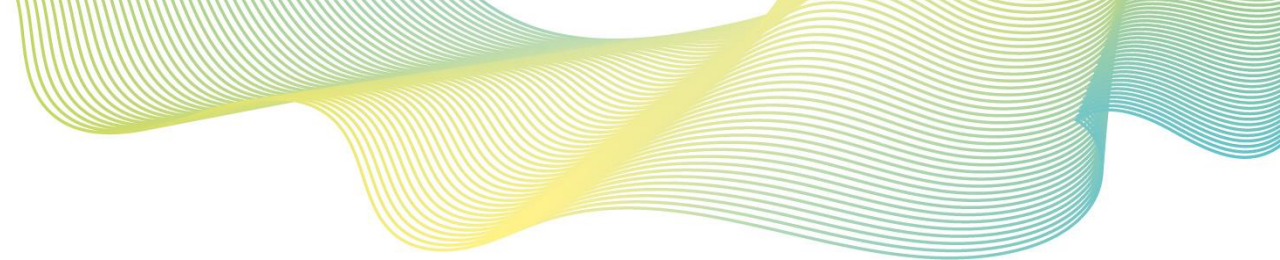
## Better together

We create meaningful opportunities when we work together to unlock the power of our diverse talents. We can do great things when we listen and learn from each other's perspectives.



## Find a way

We're up for solving even the toughest challenges. We collaborate, innovate and persevere until the job is done. And then we get up and do it again.



# Organisational Requirements

## Health, safety and security

Fosters and adheres to a culture that enables self and others' safety to make good choices at the forefront of all actions. Contributes to our ability to deliver our services by demonstrating an understanding of cyber security standards and applying them to relevant activities in the workplace.

## Compliance and standards

Ensures compliance through actively engaging with stakeholders and maintains awareness of relevant legislation, laws, regulations, standards, codes and Hydro Group policies and procedures. Influences continuous improvement and positive outcomes so they are viewed as adding value.

## Diversity and inclusion

Hydro Tasmania group supports applications from all members of our community and equitable access to our employment opportunities. We are open to discussing workplace flexibility in all our vacancies, to ensure we can attract the best candidates and accommodate individual needs, differences, disabilities and working arrangements, even in ways we have not thought of. Our merit based recruitment practices are founded on building diversity by fostering an inclusive, flexible and equitable workplace.