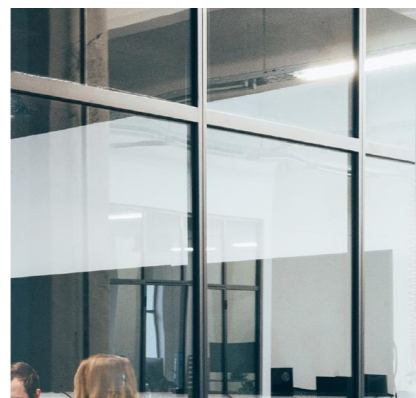
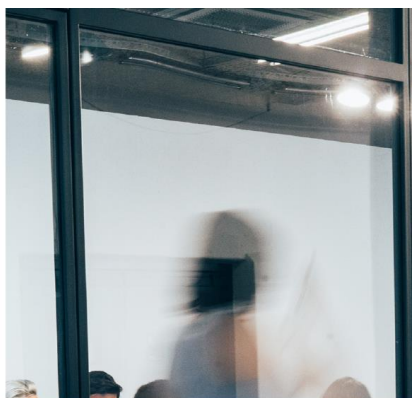




Australian Government

IP Australia



Welcome to IP Australia, where we are committed to delivering world leading IP services that are modern, effective and efficient to ensure all Australians benefit from great ideas. Through innovative solutions we pursue productivity and quality improvements that underpin our customer-focused agency.

Our Future Way of Working program, which will see increased collaboration and productivity among our staff in activity based working environments. We will continue to implement best practice workforce planning to ensure we attract the best and brightest minds, provide challenging opportunities to develop leadership and management skills.

Our people remain our greatest asset.

We will continue to invest in talent and capability development to build the workforce of the future. By encouraging diversity of thought and a culture of curiosity we inspire leadership and accountability at all levels.

IP Australia strongly believes in having the right people, place and technology platforms to support a world leading IP system and enable flexible working.

We continue to implement best practice workforce planning to ensure we attract the best and brightest minds, provide challenging opportunities to develop leadership and management skills, and reinforce our position as leaders of IP rights administration in the region.

Michael Schwager
Director-General
IP Australia



Position Profile

Position Title:	Application Developer
Classification:	APS Level 6
Position Number:	5813
Tenure:	Ongoing
Duration:	Permanent
Section:	Innovation & Digital Services
Group:	Innovation and Technology
Division:	Policy and Corporate
Location:	ACT
Immediate Supervisor:	Executive Level 1
Security Classification:	ENTRY ONLY

Group Responsibilities

IP Australia has embarked on a transformation journey to create a world-leading IP system that builds prosperity for Australia and ensuring Australians benefit from great ideas.

As an enabler to the Agency, The Innovation and Technology Group (ITG) is responsible for supporting the IT Strategy 2022 and establishing the key technology platforms and supporting capabilities to increase business alignment, uplift delivery maturity and position IT for scalability.

ITG will achieve this by embracing contemporary and innovative technologies to deliver smart solutions and new approaches that cement IP Australia as a powerhouse in the Intellectual Property ecosystem.

ITG vision is to create a world-leading IP system building prosperity for Australia, ensuring Australians benefit from great ideas.

Section Responsibilities

The Innovation and Digital Services section leads innovation and undertakes business transformation initiatives using emerging technologies to deliver strategic improvements across the intellectual property ecosystem. The section is driving internal business transformation and innovation through the implementation of cognitive computing, automation and process re-engineering supported by a data driven culture.

Externally, the section is developing innovative products and services through collaboration with wider IP ecosystem including global IP offices.

The Centre for Enablement (C4E) team within the Innovation and Digital Services section is a cross-functional team that drives an API-led connectivity between data and applications within IP Australia. It is charged with enabling business divisions – including but not exclusively ITG – to build and drive the consumption of reusable assets.

Position Description / Context of the Role

We are seeking an individual who is interested in driving innovation, delivery in a fast-paced agile environment and making a difference through their work, with background in java development and product delivery.

This role will be working within multi-disciplinary delivery teams, following agile principles to develop IT systems supporting business in line with IP Australia's architectural standards.

Position Specific Duties

Specific duties of a Application Developer include, but are not limited to:

- Support the Assistant Director (Platform Manager) of C4E, and project managers in the delivery of major technical programs in alignment with whole-of-government or agency wide objectives
- Embed best practice development standards and ensure organisational compliance
- Mentor and support team members in modern web development techniques

- Assist with the configuration and deployment of multiple products
- Assist with the assessment of new technology and how they can be effectively introduced to the enterprise
- Plan, document, and manage deliverables (tasks and stories) assigned to you
- Work with the delivery manager to support our agile delivery approach.
- Undertake additional duties as required
- Demonstrates attitudes and behaviours responsive to workplace change (including participates in and encourages others to participate in change and contribute to successful outcomes)
- Improves organisational performance through effective engagement with and management of risk within relevant sphere of influence
- Establishes clear expectations and creates an environment to achieve stated goals and objectives, takes ownership and honours commitments
- Maintains an understanding of their/worker responsibilities under the *Work Health & Safety Act 2011* (WHS Act) and a commitment to promoting a healthy and safe workplace.

Position Specific Capabilities

The successful applicant will be required to:

- Value individual differences and diversity.
- Demonstrate professionalism and adherence to the APS Code of Conduct.
- Understand the importance of building networks and seek to do so.
- Respond proactively to feedback and willing to develop and apply new skills.
- Display and live by the capabilities outlined in the IP Australia's capability framework.

Please note: Applicants are encouraged to refer to the attached Capability Framework documentation which outlines agency wide behavioural descriptors for the five core capabilities at this classification.

Eligibility Qualifications / Knowledge Required

Qualifications:

- A tertiary qualification such as computer science, software engineering, or related field or experience.

Essential skills:

- Design, build, maintain and test web applications across the full development stack, using technologies and practices including Java and Vue.js
- Commercial Java experience (Java 8 or later)
- Experience using Spring/Hibernate in web applications and services
- Excellent understanding of the web technology stack (AJAX, HTTP, cookies, headers, asset caching)
- Experience in developing high quality unit and integration tests covering implemented code
- Hands-on experience with CI/CD pipelines (Git, Jenkins or similar)
- Understanding of integration practices and architecture patterns.

Additionally, it would be desirable to have a combination of:

- Experience in product delivery in a fast-paced agile environment.
- Knowledge of MLOps/DevOps
- Experience with React or Angular, SQL, RESTful APIs and OAuth or other distributed security mechanisms
- MuleSoft Development experience

Application Requirements

To apply for this position, you are asked to provide:

- A one-page pitch detailing why you are suitable for the position. The pitch should also address the position requirements. Please limit your response to no more than 700 words
- A current CV, detailing recent employment history, which is relevant to the advertised position
- The name and contact details of two referees.

Applications must be submitted through the IP Australia Web Recruitment system (IP Acquire)

Please note: you MUST be an Australian Citizen to be engaged in the APS and to meet IP Australia's security clearance requirements.

Contact Officer

For further information pertaining to this job please contact Sudesh Ranasinghe on 02 6283 2514

Working at IP Australia

IP Australia recognises the importance of employees balancing their work and personal lives by offering staff access to an ongoing series of health and wellbeing programs, flexible work-life policies and a range of professional development programs. IP Australia is a breastfeeding friendly workplace and has an onsite childcare facility with priority enrolment for IP Australia employees.

The IP Australia office in Canberra provides high quality accommodation and facilities. These include: an on-site café, conference, meeting and training rooms; limited on-site parking for cars and motor cycles available on a rotational basis; the provision of undercover bicycle racks; excellent shower/change facilities for staff choosing to walk or ride to work; and the advantage of all staff being co-located in the one building.



- **FLEXIBILITY**
Maintain a balanced lifestyle.
- **PRIDE IN THE WORK WE DO**
Contribute to high quality outcomes every day.
- **A SENSE OF BELONGING**
Enjoy a sense of belonging and purpose, rich with diversity.
- **PROFESSIONALISM**
Use your expertise in a rewarding and fulfilling environment.
- **INTERNATIONAL REPUTATION**
Work with world leaders in intellectual property.
- **THE AUSTRALIAN PUBLIC SERVICE**
Experience all the advantages of the APS, with the size and agility of enterprise.

Working in the APS

Australian Public Service (APS) Values guide us through our working lives, setting expectations for shared behaviour that keep our workplace harmonious and productive. The values are also a promise to the people of Australia that we can be trusted to act with integrity, in their service and in accordance with the Public Service Code of Conduct.



Capability Framework – relevant to APS6



Agility and innovation – create and deliver outcomes using agile and innovative approaches

- Model adaptability and flexibility in changing circumstances and diverse situations.
- Identify, capture and actively drive change activities, including supporting others to adapt to change and improve the broader team.
- Collaboratively provide input into the development of solutions for complex situations; question conventional approaches when developing alternative solutions and make recommendations.
- Strengthen the team's innovative problem solving through collaboration, consultation and inclusion.
- Demonstrate behaviours consistent with embracing change and new ideas; model and support staff to fail fast and apply learnings.



Customer centric – create and deliver quality customer centric outcomes

- Maintain relationships with key customers to enable quality service outcomes.
- Manage activities and support the team to provide quality service outcomes.
- Respond to a broad range of service requests resolving complex issues with a solutions focus to meet customer needs.
- Work collaboratively across business groups to negotiate and manage service activities, achieving the best result for customers.
- Contribute to the development and evaluation of service standards. Apply these standards to resolve or escalate issues and give technical briefings to staff members and customers.



Data literacy – create and deliver, appropriately use data

- Assist with research and analysis relevant to business needs and make recommendations to support decision-making.
- Be aware of the type of data created and used in own work area and have a basic ability to use the data systems and tools available.
- Ask questions to identify problems, and research the data to inform the audience of potential solutions.
- Adapt information in the appropriate medium, and then communicate and deliver data to the target audience.
- Manage resources in line with quality measures and align with performance expectations.



Engages with risk – create and deliver positive risk behaviour

- Collaborate with colleagues and stakeholders to improve the way that risk is managed.
- Provide active oversight of risks, explore alternatives and show personal courage.
- Model a workplace where individuals and the team can take risks, accept failure, communicate openly and apply learnings.
- Identify risk information critical to making an informed decision.
- Manage tolerable risk and escalate as required.



People, network and self-leadership – create and deliver authentic leadership behaviour

- Seek out feedback on own performance; respond proactively and make appropriate changes.
- Engage with the team to model behaviours including resilience, flexibility and persistence in changing and challenging environments.
- Develop and strengthen new and existing relationships across the business; support business objectives and make recommendations.
- Take responsibility for identifying development needs of your own staff through authentic performance conversations.
- Hold yourself and others to account when behavioural expectations are not met.

+1

Job Specific Technical Capabilities

- Researches, maintains knowledge of, interprets and applies relevant legislation.
- Provides advice and interpretation within technical or specialist area.
- Applies comprehensive knowledge of the technical field to address complex matters and/or undertake thorough analyses.
- Uses current methods or tools to explore and resolve complex issues.
- Finds and shares new ways to analyse and present information.
- Shares specialised knowledge and experience with others and assists others to develop technical skills and locate relevant information.

**The above does not apply to IPRD Trainees. For Trainee expectations refer to IP Rights Learning and Development Manual*