

# Principal Application Developer

## Statement of duties

Position number	724231
Location	Hobart
Division	Corporate and Governance
Branch	Information and Technology Services
Section	Software Development and Reporting
Award	Tasmanian State Service Award
Classification	General Stream, ICT 3
Immediate supervisor	Manager, Software Development and Reporting
Employment conditions	Permanent
Hours per week	Flexible up to 36.5 hours

### Branch responsibilities

The primary responsibilities of the Branch are to:

- provide information and technology advice and assistance to the Department, and support branches with their use of information and technology in order to improve efficiency, services and outcomes;
- provide information management, including web content, library and records management services;
- manage and support the Department's information systems infrastructure, including personal computing devices, telecommunication services and connectivity;
- develop, maintain and support business information systems; and
- plan, initiate, manage and deliver nominated information and communications technology (ICT) and information management (IM) related projects.

## Position objective

The primary objective of this position is to undertake analysis, software application design, development and support for several key information systems used by the Department.

The position will provide assistance to the Manager to define the development framework and standards within the unit and work with stakeholders to create technical documentation from business requirements.

In the context of the selection criteria, to be successful in the position applicants will have:

- demonstrated high level skills and experience in application design and development using Microsoft.Net;
- experience in ASP.Net web development including MVC, C#, Razor, JQuery, Entity Framework and Microsoft SQL queries and tuning is highly desirable;
- familiarity with continuous integration and deployment tools (e.g. Azure DevOps) is desirable as is, experience with Java development in an Oracle environment;
- demonstrated strong analytical and problem-solving skills including but not limited to the ability to resolve complex technical or business-related issues; and
- demonstrated excellent communication skills that enable clear and effective communication with internal and external stakeholders.

## Primary duties

The Principal Application Developer's primary duties include:

- developing software through all stages of the software development life-cycle, including business process modelling, requirements analysis, architecture and design, implementation, deployment and maintenance;
- providing analysis and design solutions in response to complex system requests, incorporating both database and application design and configuration;
- providing input into the development and maintenance of the Department's application development standards;
- providing technical advice and problem-solving assistance to users of in-house developed information systems;
- conducting analysis, investigation, research and development of issues relating to policy development and strategic direction of the Department's application environment; and
- carrying out other duties in relation to the above tasks, as directed.

## Level of responsibility, direction and supervision

The Principal Application Developer will operate with considerable independence in determining priorities, procedures and approach. The Principal Application Developer applies the decision-making framework (policies, rules and regulations) in support of a defined field of activity, which may involve more than one discipline. Considerable autonomy of approach in delivering outcomes and the advice and recommendations provided are regarded as authoritative for that activity. Guidance and instruction from the Manager, Software Development and Reporting may on occasion be received related to the implementation of recommendations. The Principal Application Developer may also manage a small team of employees, and requires significant management skills and expertise to support the operations of a functional area.

Supervisors are responsible for monitoring the work practices and behaviour within their area to promote compliance with: ethical standards; the State Service Code of Conduct and Principles; relevant Work Health and Safety Legislation; the policies, procedures and guidelines issued by the Department; and adherence to the principles of equal employment opportunity.

## **Selection criteria**

*Relative merit of candidates for this position is assessed using the following selection criteria:*

### **1. Communication**

Demonstrates capacity to: prepare all documentation to a high level and prepare drafts of more complex interpretive material which may require minor rework; clearly inform staff and stakeholders with regard to complex technical issues; and represent Treasury in area of expertise, negotiate and, where possible, influence outcomes effectively both internally and externally.

### **2. Output management**

Demonstrates capacity to: plan, organise, schedule and prioritise work for areas of responsibility; co-ordinate input from others and negotiate changes to outputs, deadlines and resources; contribute to the outputs of other team members; and foster and contribute to a client focus.

### **3. Conceptual, analytical and judgement**

Demonstrates capacity to: use appropriate decision making strategies to identify possible solutions to non-routine problems; make informed, timely and accurate decisions on activities within the work unit; and provide authoritative advice in relation to area of expertise.

### **4. Leadership and people skills**

Demonstrates capacity to: lead, inform, guide and mentor in areas of expertise, and promote the objectives of the Branch, Division and Department; actively contribute to a positive team environment and use networks to obtain results; and behave in alignment with and promote Treasury's Values.

### **5. Technical and professional\***

Demonstrates highly developed knowledge, skill and ability in relation to the role or the capacity to rapidly acquire competency.

*The above selection criteria are weighted equally for assessment purposes.*

### **\* Qualifications and requirements**

Highly desirable - completion or partial completion of relevant tertiary or industry qualifications, and/or professional affiliation.

**Approved: Rob Hidding, Director**

**Date: 3 March 2023**

*For further information please email [recruitment@treasury.tas.gov.au](mailto:recruitment@treasury.tas.gov.au), or visit [www.treasury.tas.gov.au](http://www.treasury.tas.gov.au)*

## Working at Treasury

We are responsible for managing the Tasmanian Government's financial resources and for implementing strategies to achieve the Government's economic and financial objectives. Treasury is a challenging and exciting place to work. Our mission is to improve the wellbeing of Tasmanians by providing high quality advice to the Government as well as effective and efficient administration of our financial and regulatory responsibilities.

Treasury is a values-based organisation. If your personal and work values are consistent with those developed by our staff, we're sure you'll find Treasury a great workplace. Our decisions and behaviours are guided by the following values and belief statements:

- **Integrity** as it builds confidence, trust and self-respect, and is the foundation of open and honest communication;
- **Excellence** as it challenges us to give our best and brings us recognition;
- **Respect** as it recognises the value of each of us and the contribution we all make;
- **Camaraderie** as it creates a fun and supportive place to be; and
- **Passion** as it inspires us to achieve great things.



## Treasury employment conditions

All roles at Treasury can be undertaken flexibly (up to the hours specified) and we will readily consider proposals to reduce hours or to undertake the hours flexibly or with an altered work pattern. We are interested in developing our staff and supporting them to be the best they can be.

We are an equal opportunity employer and we welcome a diverse range of applicants for our positions. We appreciate the diversity of our employees and value the contribution they make to our organisation. We provide reasonable adjustment, as medically required, to enable inherent role requirements to be met. We promote and uphold the principles of fair and equitable access to employment, promotion, personal development and training. Our workplace has a culture of zero tolerance towards violence against women, and towards any form of family violence.

Treasury seeks to provide a healthy and safe workplace for all employees and the Department has a 'duty of care' responsibility in this respect. Employees have a 'duty of self-care' to ensure that they conduct themselves in a manner that protects the safety, health and welfare of

themselves and others in the work environment. This position involves a significant proportion of screen-based equipment work. Treasury is a smoke free work environment.

Treasury is committed to creating, as far as is reasonably practicable, a respectful work environment which is free from inappropriate and disrespectful workplace behaviours, including discrimination, bullying and harassment. All employees must adhere to the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct (*State Service Act 2000*).