

## POSITION DESCRIPTION

<b>Position Title</b>	Senior Developer		
<b>Organisational Unit</b>	Information Technology Directorate		
<b>Functional Unit</b>	IT Applications & Platforms		
<b>Nominated Supervisor</b>	Application Delivery Manager		
<b>Higher Education Worker (HEW) Level</b>	HEW 8	<b>Campus/Location</b>	North Sydney
<b>CDF Achievement Level</b>	1 All Staff	<b>Work Area Position Code</b>	TBC
<b>Employment Type</b>	Continuing	<b>Date reviewed</b>	May 2018

## ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

**Mission Statement:** *Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University, and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly-funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking among the top universities worldwide. We have got seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

In order to be agents of change in the world, we all need to see life through the eyes of others. We believe that our role as a university is to inspire and equip people to make a difference – and that means cultivating their ability to act and think empathetically.

We hope that you might champion these values, and work with us to create a place of learning that is not only the envy of the world, but the making of it.

The structure to support this complex and national University consists of:

- Provost
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Students, Learning and Teaching
- Vice President
- Pro Vice-Chancellor Assisting the Vice-Chancellor and President

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Vice President drives both the Identity and the Mission of the University. In addition, five Associate Vice-Chancellors and Campus Deans focus on the University's local presence and development of the University at the local 'campus' level.

## ABOUT THE INFORMATION TECHNOLOGY DIRECTORATE

---

Operating within the ACU's Corporate Services Portfolio, the Information Technology Directorate is led by the Director of Information Technology and three Associate Directors. The Director is responsible for overall strategic planning and governance, while the Associate Directors are responsible for specific portfolios representing the core functions of the Information Technology Directorate. These comprise of Strategy & Program Delivery, Applications & Platforms and End User Computing Services.

The Information Technology Directorate is a professional business unit with a customer service focus. Its vision is to deliver high quality ICT Strategic services to support learning, teaching, research and business functions within the University. The Information Technology Directorate is responsible for the planning, management and delivery of information technology and services across the University to ensure the development and implementation of enhanced delivery systems and infrastructure to support the University Strategic Plan and activities.

## ABOUT THE APPLICATIONS & PLATFORMS GROUP

---

Working across the breadth of the application and platform suite employed by the university, the key objective of the team is to seek IT alignment to business and drive innovation through enablement and provisioning of quality solutions resulting in overall efficiencies to business areas and value add to the University.

The Applications and Platforms group focuses on unique ACU business areas to deliver:

- Application Delivery, Enterprise Integration - responsible for all Student, Academic and Corporate Services application portfolio by delivering an engaging / immersive end user experience, and facilitating and supporting strategic and operational decisions
- Application Support, Quality Assurance and Vendor Management - responsible for configuration and front-end enhancements to support ACU's web presence and CRM applications, quality assurance/testing and vendor management
- Platform services - responsible for provisioning, maintaining and supporting a safe, secure and reliable network, storage, operating system and cloud infrastructure portfolio.

Our capabilities include application design, development, enhancement and rollout (Agile and DevOps), user experience design, quality assurance, testing and continuous improvement, change, release and incident management, prototyping, automation and integration, cloud security engineering, site operations, monitoring, network and database administration, and vendor relationship management

## POSITION PURPOSE

---

The Senior Developer is responsible for direction in analyzing, documenting, and developing to the technical aspects of customer business and data requirements, working with stakeholders, end users, project team members and suppliers to develop or recommend software solutions appropriate to their needs.

The role is responsible for ensuring that these products adhere to the university architecture, frameworks, policies and standards that meet the strategic needs of the university, and will advise and consult with business system owners and the IT Directorate on enhancing and extracting the maximum benefits from these investments.

In addition, the role is also responsible for maintaining and supporting a portfolio of application services throughout their lifecycle, ensuring ongoing optimal system operation and maintenance.

## POSITION RESPONSIBILITIES

### Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU Strategic Plan 2015-2020
- Catholic Identity and Mission
- ACU Capability Development Framework
- Higher Education Standards Framework
- ACU Service Delivery Model
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence

The Capability Development Framework in particular is important in understanding the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

### Key responsibilities

Key responsibilities specific to this position	Relevant Core Competences ( <u>Capability Development Framework</u> )	Scope of contribution to the University			
		Within the work unit or team ✓	School or Campu s ✓	Faculty or Directo rate ✓	Across the Univer sity ✓
Lead development and delivery of high quality and maintainable solutions utilized by staff and students at the University.	<ul style="list-style-type: none"> <li>• Collaborate Effectively</li> <li>• Make Informed Decisions</li> <li>• Be Responsible and Accountable for Achieving Excellence</li> </ul>				✓
Provide technical leadership for all stages of the software development process to ensure compliance with application development standards and achievement of documented requirements.	<ul style="list-style-type: none"> <li>• Know ACU Work Processes and Systems</li> <li>• Communicate with Impact</li> <li>• Make Informed Decisions</li> </ul>			✓	
Collaborate effectively within the IT Directorate and with business partners utilizing technical expertise in the requirements analysis phase to ensure the solution is both fit for purpose and fit for use and recommending options to resolving complex issues.	<ul style="list-style-type: none"> <li>• Be Responsible and Accountable for Achieving excellence</li> <li>• Adapt to and Lead Change</li> <li>• Know ACU Work Processes and Systems</li> </ul>			✓	
Design and execute tests to improve quality and reduce operational risk of the developed application.	<ul style="list-style-type: none"> <li>• Be Responsible and Accountable for Achieving excellence</li> <li>• Adapt to and Lead Change</li> <li>• Know ACU Work Processes and Systems</li> </ul>	✓			
Provide on-going technical support and maintenance of developed applications to reduce the impact of application defects and related incidents.	<ul style="list-style-type: none"> <li>• Deliver Stakeholder Centric Service</li> <li>• Know ACU Work Processes And Systems</li> <li>• Communicate with impact</li> </ul>				✓

Key responsibilities specific to this position	Relevant Core Competences ( <u>Capability Development Framework</u> )	Scope of contribution to the University			
		Within the work unit or team ✓	School or Campu s ✓	Faculty or Directo rate ✓	Across the Univer sity ✓
Lead contribution to knowledge creation within IT Applications and the broader IT Directorate by adopting and actively participating in information and knowledge sharing, embracing best practice, collaborating in formulation of policies, standards, guidelines and personal/professional development opportunities.	<ul style="list-style-type: none"> <li>• Know ACU Work Processes and Systems</li> <li>• Coach and Develop</li> <li>• Communicate with Impact</li> </ul>			✓	
Lead adoption and practice of Agile methodology, DevOps, Process Workflow automation, use of Bots technology.	<ul style="list-style-type: none"> <li>• Be Responsible and Accountable for Achieving Excellence</li> <li>• Adapt to and Lead Change</li> <li>• Collaborate Effectively</li> </ul>			✓	
Provision full stack development capabilities with expert understanding of backend, frontend, systems and data domains.	<ul style="list-style-type: none"> <li>• Be Responsible and Accountable for Achieving Excellence</li> <li>• Adapt to and Lead Change</li> <li>• Make Informed Decisions</li> </ul>			✓	
Mentor less experienced and junior software developers on design patterns, development best practices and DevOps trade-offs.	<ul style="list-style-type: none"> <li>• Coach and Develop</li> <li>• Communicate with Impact</li> <li>• Be Responsible and Accountable for Achieving Excellence</li> </ul>	✓			

## HOW THE ROLE OPERATES

---

### Key Challenges and Problem Solving

- Maintaining a current understanding of the organisation's range of applications and recognising the potential impact of new developments for business units across the University.
- Initiate and drive Implementing effective processes and tools to ensure quality programming and reliable configuration within applications to meet client requirements and tight deadlines.
- Recognising problems or situations that are new or without clear precedent and finding solutions using a systematic, multi-step approach, including developing improvements and innovations to enhance performance.

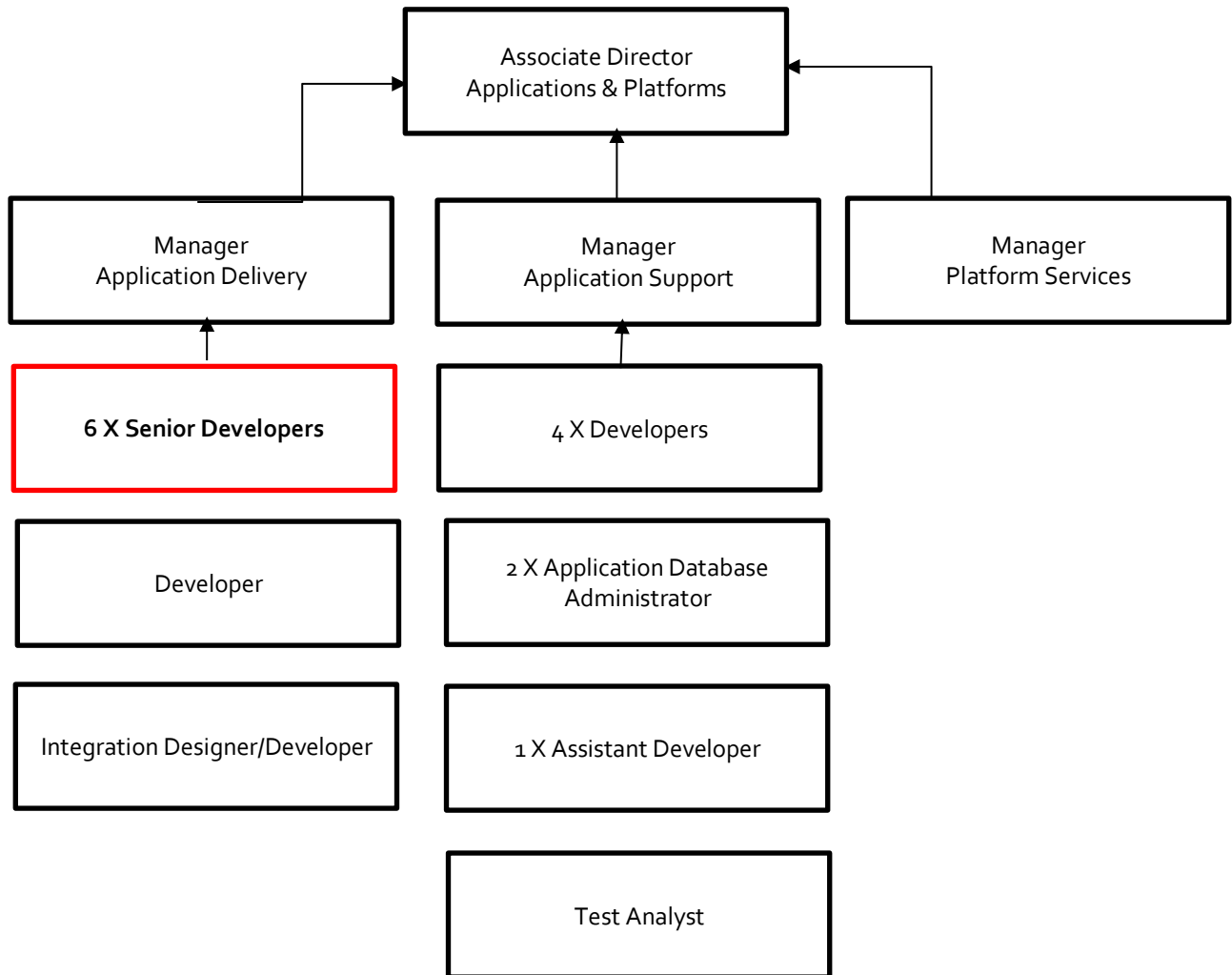
### Decision Making / Authority to Act

- The position holder formulates recommendations on difficult problems and is the point of escalation for more complex matters.
- The position holder provides expert advice on data analytics and solutions in line with University policies and objectives within which frequent decisions are required.
- The position holder will have autonomy with the development approach for system and database enhancements in accordance with University and industry standards.

### Communication / Working Relationships

- The position holder works closely with IT Solution Analysts, developers, the broader IT Directorate teams and clients to understand the business needs and develop effective solutions.
- The position holder will provide clear and accurate expert advice to business system owners across the University and works collaboratively to identify and evaluate options available to meet business objectives.
- The position holder interacts with individuals from all levels at the University, employing a communication style appropriate to the person or audience. The incumbent seeks additional information to enhance understanding and communicates basic established processes and procedures, formally or informally.
- The position holder writes and presents reports, proposals for internal and/or external audiences and interprets other viewpoints and assimilates them into work processes. Transfers technical or administrative knowledge to others.

## Reporting Relationships



For further information about structure of the University refer to the [organisation chart](#).

## SELECTION CRITERIA

---

### Qualifications, skills, knowledge and experience

1.	Completion of, or progress towards, postgraduate qualifications in Computer Science, Information Systems and extensive experience in the development and implementation of existing and/or new applications; or an equivalent combination of relevant experience and/or education/training.
2.	Demonstrated experience in end-to-end solution delivery; from requirements discovery, through to on-going support through demonstrated experience in architecting, developing and testing scalable and flexible solutions, capable of handling high loads and adapting to change.
3.	Proven experience with current application development related technologies, frameworks and methodologies (e.g. Linux/Windows servers, NGINX, Apache, Tomcat, SSL, .NET, PHP, Grails, HTML5, CSS, JavaScript (and frameworks), Agile development). Strong SQL Experience (design, development and optimization e.g. Oracle, Microsoft SQL Server, MySQL).
4.	Strong understanding and demonstrated practical experience with core web principles and technologies (e.g. DNS, SSL/PKI, Load balancing, REST services, etc.).
5.	Demonstrated experience in setting up and using build, testing and deployment automation tools (e.g. Git, Jenkins, Ansible, Docker, Linux / Windows scripting, Team City, Octopus).
6.	Strong self-motivation for learning; researching, evaluating and implementing new technologies; and continual service improvement.

### Core Competencies (as per the Capability Development Framework)

7.	Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.
8.	Demonstrated ability to work collaboratively with stakeholders internal and external to the organisation to capitalise on all available expertise to achieve organisational objectives.
9.	Demonstrated ability to communicate effectively with staff at all levels, including stakeholders external to the organisation, to provide an excellent client service and meet organisational objectives.

### Other attributes

10.	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.
-----	--

### Qualifications and Capability – Senior Developer Lead Roles

#### **Additional requirements for lead roles for:**

- **Student System Lead**
- **Web System Lead.**

11.	Certification in one or more of the followings as relevant to the role <ul style="list-style-type: none"><li>• Agile SCRUM</li><li>• Prince2 Foundation</li><li>• Sitecore / .NET</li><li>• Java / Grails</li></ul>
12.	Expert knowledge of one or more of: <ul style="list-style-type: none"><li>• Student Management and supporting systems (e.g. Ellucian's Banner)</li><li>• University's content Management and supporting systems (e.g. Squiz Matrix, Sitecore)</li></ul>
13.	Effective communicator and motivator