

ROLE STATEMENT

Role Title:	Software Developer
Department:	IT
Location:	Brisbane
Reports to:	IT Manager

SU QLD Vision & Mission

Our **mission** is to bring God's love, hope and good news to children and young people and their families.

Our **vision** is to see each child and young person connected and supported in community, serving others, and experiencing fullness of life.

SU QLD is an inter-denominational Christian organisation which has worked in schools for more than 80 years and has successfully employed chaplains since 1990. We have more than 700 people and a highly valued network of 3500 volunteers.

Purpose of Role

This role reports into the IT Manager and provides the ongoing maintenance and development of SU QLD's internal Intranet, public web based services, automation of internal IT Systems, proprietary software products and custom solutions to integrate with external providers.

Key Relationships

Internal	<ul style="list-style-type: none"> ○ Director of Finance & Administration ○ IT Manager ○ IT Systems Administrators ○ IT support team ○ SU QLD chaplains, field and office employees
External	<ul style="list-style-type: none"> ○ LCC committee members ○ SU employees in other states

Key Accountabilities	Expected Outcomes
<p>1. Programming</p> <ul style="list-style-type: none"> • Development and maintenance of the internally developed PHP Intranet application in collaboration with other employees. Including: <ul style="list-style-type: none"> ▪ Documenting project design decisions ▪ Commenting code as it is written for readability ▪ Thoroughly testing code before deployment ▪ Peer review of other developer's code 	<ul style="list-style-type: none"> ○ Positive feedback from IT team and wider organisation ○ All new code is readable, well documented, comprehensively commented and checked into the version control system. Off-the-shelf frameworks are used where possible to reduce internally developed code. ○ Faster performance, greater reliability and improved ease of maintenance of the SU QLD Intranet.

<ul style="list-style-type: none"> Review and where necessary make structural changes to the existing legacy SU QLD Intranet to modernise and improve it. 	
<p>2. Project Design</p> <ul style="list-style-type: none"> In consultation with the IT Manager identify new requirements as business needs change, meet with project owners to identify key requirements and write detailed specifications in consultation with them. 	<ul style="list-style-type: none"> Improved efficiency and convenience for employees and volunteers. Timely completion of new requirements as assigned.
<p>3. Testing</p> <ul style="list-style-type: none"> Participate in code testing before user testing is undertaken by key stakeholders. Organise user testing by key stakeholders before code is submitted for release. 	<ul style="list-style-type: none"> Positive feedback from IT team Code is thoroughly tested by the programmer and initial user acceptance testing is performed with key stakeholders to ensure it achieves the goals of the relevant project before it is submitted for release.
<p>4. Team contribution</p> <ul style="list-style-type: none"> Contribution to the team, and. in wider organisation-based activities. Comply with WH&S requirements. Contribute at team meetings. Provide back up to other team members as required. Participate in wider organisation-based activities and learning opportunities. Comply with WH&S policy and procedures Protect own health and safety Protect safety of others Report hazards, risks and all incidents 	<ul style="list-style-type: none"> Positive feedback from Department Executive/Direct Role Supervisor and relevant colleagues.
<p>5. Risk Management</p> <ul style="list-style-type: none"> Participate in identifying risks and developing treatments to mitigate risk 	<ul style="list-style-type: none"> Positive feedback from Department Executive and Direct Role Supervisor

Qualifications

- Three (3) + years of personal or professional experience with PHP programming in non-trivial systems or libraries.
- A Bachelor of IT, Bachelor of Software Engineering or equivalent would be preferable

Competency	Definition
Technical / Professional	<p>Having achieved a satisfactory level of performance in specific professional /technical areas. This should include specific experience and specific professional “know-how”, including:</p> <ul style="list-style-type: none"> ○ Medium-to-high level knowledge of the PHP language ○ Medium level knowledge of MySQL databases ○ Basic frontend development skills (HTML, CSS and \ JavaScript) ○ Principles of Object-oriented design ○ jQuery ○ Front-end JavaScript frameworks (such as AngularJS) ○ The use of Composer for dependency management ○ The use of version control in a team environment (particularly Git) ○ Development in a Linux environment ○ Exposure to and understanding of unit testing (such as PHPUnit) ○ Exposure to PHP frameworks (particularly Symfony) ○ Understanding of continuous integration, release cycles and development processes
Written Communication	Expressing ideas clearly in any written format that have the appropriate organisation and structure.
Teamwork (cooperation)	Active participation in, and facilitation of, team effectiveness; taking actions that demonstrate consideration for the feelings and needs of others; being aware of the effect of one's behaviour on others.
Flexibility/Adaptability	Is open to change, can think independently, and will champion new methods if they are proven to be better than the status quo.
Initiative	Asserting one's influence over events to achieve goals; self-starting rather than accepting passively, taking action to achieve goals beyond what is required, being proactive.
Attention to detail	Accomplishing tasks through concern for all areas involved, no matter how small, showing concern for all aspects of the job; accurately checking processes and tasks; maintaining watchfulness over a period of time; completion of actions until the desired objective is achieved.
Organisational Awareness	Having and using knowledge of systems, situations, pressures and culture inside the organisation to identify potential organisational problems and opportunities; perceiving the impact and the implications of decisions on other components of the organisation.
Motivational “fit”	The extent to which job activities and responsibilities, SU's beliefs and values, including having a commitment to Christian ministry and Chaplaincy are consistent with the type of environment that provides personal satisfaction; the degree to which the work itself is personally satisfying.



*bringing hope to a
young generation*



Additional Requirements	
SU QLD requires that the incumbent to be:	
<ol style="list-style-type: none">1. able to subscribe to the aims, beliefs and working principles of SUI2. able to demonstrate a living and personal relationship with Jesus Christ3. able to show strong Christian character evidenced by servant leadership, valuing of people in general and marginalised people in particular4. a respected member of a local Christian church we recognise5. a holder of a "Blue Card" from the Blue Card Services Department for the purposes of child related employment6. willing to work under SU QLD's Employee Code of Conduct	
Developed by	IT Manager & People Services
Checked by	Director of Finance and Administration
Approved By	Employee Relations Manager
Effective Date	June 2018