

# ROLE STATEMENT

<b>Role Title:</b>	Software Developer
<b>Department:</b>	IT
<b>Location:</b>	Brisbane Office
<b>Reports to:</b>	IT Manager

## SU QLD Vision & Mission

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

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

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

<b>Internal</b>	<ul style="list-style-type: none"> <li>• Director of Finance &amp; Administration (DFA)</li> <li>• IT Manager</li> <li>• IT Systems Administrators</li> <li>• IT support team</li> <li>• SU QLD chaplains, Field and Office Staff</li> </ul>
<b>External</b>	<ul style="list-style-type: none"> <li>• Local Chaplaincy Committees (LCCs)</li> <li>• SU staff in other states</li> </ul>

Key Accountabilities	Expected Outcomes
<p><b>1. Programming</b> The Software Developer is responsible for the maintenance and development of the internally developed Intranet application (and other software projects as the need arises) in collaboration with other staff. This includes:</p> <ul style="list-style-type: none"> <li>• Documenting project design decisions</li> <li>• Commenting code as it is written for readability</li> <li>• Thoroughly testing code before deployment</li> <li>• Peer review of other developer's code</li> </ul>	<ul style="list-style-type: none"> <li>○ Positive feedback from IT team and wider organisation</li> <li>○ Review and where necessary make structural changes to the existing SU QLD software to modernise and improve it. Faster performance, greater reliability and improved ease of maintenance should result.</li> <li>○ 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.</li> </ul>

<p><b>2. Project Design</b> Identify new requirements as business needs change, meet with project owners to identify key requirements and write detailed specifications in consultation with them.</p>	<ul style="list-style-type: none"> <li>○ Improved efficiency and convenience for staff and volunteers.</li> <li>○ Timely completion of new requirements as assigned.</li> </ul>
<p><b>3. Testing</b> Code is tested by the developer before user testing is undertaken by key stakeholders. User testing by key stakeholders is completed before code is submitted for release.</p>	<ul style="list-style-type: none"> <li>○ Positive feedback from IT team</li> <li>○ 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.</li> </ul>
<p><b>4. Team contribution</b></p> <ul style="list-style-type: none"> <li>● Contribution to the team, and in wider organisation-based activities.</li> <li>● Contribute at team meetings.</li> <li>● Provide back up to other team members as required.</li> <li>● Participate in wider organisation-based activities and learning opportunities.</li> <li>● Comply with WH&amp;S policy and procedures</li> <li>● Protect own health and safety</li> <li>● Protect safety of others</li> <li>● Report hazards, risks and all incidents</li> </ul>	<ul style="list-style-type: none"> <li>○ Positive feedback from Department Executive/Direct Role Supervisor and relevant colleagues.</li> </ul>
<p><b>5. Risk Management</b></p> <ul style="list-style-type: none"> <li>● As part of the organizational risk management strategy, participate in identifying risks and developing treatments to mitigate risk</li> </ul>	<ul style="list-style-type: none"> <li>○ Positive feedback from Department Executive/Direct Role Supervisor and relevant colleagues.</li> </ul>

**Qualifications**

- At least three years of personal or professional experience with multiple object-oriented programming languages (at least one of them being Javascript, Python or PHP) working on non-trivial systems or libraries.
- Bachelor of IT, Bachelor of Software Engineering, or equivalent, would be preferable

Competency	Definition
<b>Technical / Professional</b>	<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> <p><b>Required knowledge:</b></p> <ul style="list-style-type: none"> <li>○ Medium-to-high level knowledge of at least two object-oriented programming languages (at least one of them being Javascript, Python or PHP)</li> <li>○ Medium level knowledge of a mainstream relational database and ORM layer (ideally MySQL and Doctrine)</li> <li>○ Experience developing in a Linux environment and writing robust production-grade shell scripts</li> <li>○ Experience working on a large, complex codebase using Object-oriented design principles</li> <li>○ Using a modern VCS such as Git to share code in a team environment</li> </ul> <p><b>Desired knowledge:</b></p> <ul style="list-style-type: none"> <li>○ Web frontend design using HTML/CSS</li> <li>○ Experience with jQuery or AngularJS</li> <li>○ Experience with modern web frontend tools such as React, Angular, Sass, Webpack</li> <li>○ Exposure to and understanding of unit testing (such as PHPUnit)</li> <li>○ Experience working with packaging and dependency management tools such as Composer or NPM.</li> <li>○ Use of Docker and/or Kubernetes for containerization and deployment</li> <li>○ Understanding of continuous integration, release cycles and development processes</li> <li>○ Experience creating / maintaining web APIs (RPC, REST, GraphQL)</li> <li>○ Proven skills in UI/UX Design</li> </ul>
<b>Written Communication</b>	<p>Expressing ideas clearly in any written format that have the appropriate organisation and structure.</p>
<b>Teamwork (cooperation)</b>	<p>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.</p>
<b>Flexibility/Adaptability</b>	<p>Is open to change, can think independently, and will champion new methods if they are proven to be better than the status quo.</p>
<b>Initiative</b>	<p>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.</p>

<b>Attention to detail</b>	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.
<b>Organisational Awareness</b>	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.
<b>Motivational “fit”</b>	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.

**Additional Requirements**

SU QLD requires that the incumbent be:

1. able to subscribe to the aims, beliefs and working principles of SU QLD
2. able to demonstrate a living and personal relationship with Jesus Christ
3. able to show strong Christian character evidenced by servant leadership, valuing of people in general and marginalised people in particular
4. a respected member of a local Christian church we recognise
5. a holder of a “Blue Card” from the Blue Card Services Department for the purposes of child related employment
6. willing to work under SU QLD’s Staff Code of Conduct

<b>Developed by</b>	IT Manager & People Services Business Partner
<b>Checked by</b>	Director of Finance and Administration
<b>Approved By</b>	Head of People Services
<b>Effective Date</b>	April 2019