

Job Description

7 July 25



Senior Software Engineer – Backend TV & Online Content

Reports to: Technical Lead for On Demand Core Services

Direct reports to this position: N/A

SBS Values, Vision and Purpose

The [Senior Software Engineer](#) is responsible for undertaking their work in a way that reflects SBS's Charter, Vision and Values and complies with relevant SBS policies, procedures and practices. At SBS, we expect you to be audience obsessed, be bold and brave, embrace difference, participate fully and ensure that we look out for one another. We are all working together to fulfil SBS's purpose and create a more cohesive society.

Division Purpose – TV & Online Content

To make SBS Australia's most distinctive media organisation focused on delivering a clear promise to our audiences, to inspire them to seek out different perspectives, to feel a sense of connection, belonging and empowerment.



Role Purpose

The SBS On Demand platform has undergone a significant overhaul in the past five years, with the goal of modernising and strengthening the platform. The system has gone from a large monolithic application, which was iteratively enhanced over more than a decade, to a suite of AWS native services which follow event-driven principles.

The successful applicant for this position would be required to work closely with the On Demand Core Services team to develop and maintain services required for the delivery of video content across a range of applications including mobile, TV, and web. They will be expected to deliver solutions which adhere to industry best practices, and to research the existing platform, identifying its strengths and weaknesses, and using these insights to inform platform design.

Main Responsibilities

Main tasks of the role

- Design and develop high-quality, scalable, and performant solutions that align with business and technology goals
- Maintain a high standard of quality
- Work with team members to ensure consistency of our practices and processes
- Continuously monitor and improve the quality of solutions over time
- Collaborate with team members to design, develop, and launch new products and services
- Respond swiftly to resolve production incidents as required
- Be available to support products and services as needed
- Implement coding standards and best practice documentation
- Encourage innovation and foster an environment of continuous improvement
- Participate in development initiatives (Lunch & Learns, Hackathons etc.)
- Work alongside business stakeholders to provide technical guidance
- Keep up to date on industry trends, emerging tech, new toolsets, etc., and share this knowledge with the team

Minimum requirements of the role

- 5+ years of experience developing back-end applications in one or more languages: Golang, JavaScript, etc.,
- Experience designing, building and consuming RESTful APIs
- Experience operating services on serverless or containerised environments
- Deep understanding of the client/server technology stack (HTTP, auth, caching, CDN)
- SOLID knowledge of data modelling, software design patterns, and ability to make decent trade-offs
- Experience in all phases of software testing
- Knowledge of cloud-native application architectures
- Strong communication skills



- Excellent analytical and problem-solving skills
- Experience working in an Agile software development environment
- A "you build it, you own it" mentality



| Key Capability | | |
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| Capability | Level | Behaviour |
| <u>Coaching</u> | Self | <ul style="list-style-type: none">• Is self-aware and understands own barriers to learning• Shows willingness to overcome personal challenges to learning• Improves performance by applying new skills• Seeks regular feedback• Identifies performance barriers in peers• Applies active listening with patience and openness• Knows when and how to use open and closed questions• Exhibits a coaching style when working with others |
| <u>Adaptability and Flexibility</u> | Self | <ul style="list-style-type: none">• Smoothly handles multiple demands and shifting priorities• Deals with interruptions positively• Modifies approach to suit different people• Is open to different points of view• Copes with organisational change positively• Deals with a minimal degree of ambiguity in own role |
| <u>Influence and Persuasion</u> | Self | <ul style="list-style-type: none">• Uses reason, data, facts and figures to express ideas and opinions• Provides well-reasoned arguments• Presents features and benefits of an idea, plan, product or service• Is persuasive when required• Identifies points of agreement and/or disagreement• Clarifies understanding & seeks commitment• States own point of view whilst acknowledging & respecting the views of others |
| <u>Innovation</u> | Self | <ul style="list-style-type: none">• Generates original solutions to problems• Contributes to creative thinking and ideas• Makes suggestions to refine current processes and procedures to create optimum efficiency• Participates in the implementation of new processes and procedures that improve current performance |
| <u>Interpersonal Sensitivity</u> | Self | <ul style="list-style-type: none">• Is attentive towards others and seeks to understand the viewpoint of others (in terms of perspectives, attitudes, interests and position)• Recognises the needs and motivations of others• Is sensitive to verbal cues in one-on-one interactions• Is sensitive to non-verbal cues in one-on-one interactions• Understands implicit and explicit emotions• Is respectful towards others & provides a reassuring presence |
| <u>Learning Orientation</u> | Self | <ul style="list-style-type: none">• Takes part in organised learning and development opportunities• Recognises ideas that are similar to their own |



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| | | <ul style="list-style-type: none">• Readily assimilates new information• Benefits from information and structured approaches to learning• Learns affectively from own experiences, both positive and negative• Seeks feedback on own performance |
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