

ROLE STATEMENT

Role Title:	Software Developer
Department/ Team:	Shared Services, IT
Location:	Flexible, with some access to a SU office in any Australian Capital city preferred.
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.

All SU QLD staff and volunteers are empowered and equipped to champion a child safe culture in bringing hope to a young generation.

Purpose of Role

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

The incumbent will contribute to the nurturing of a child safe culture and working environment.

Key Relationships

Internal	<ul style="list-style-type: none">• Executive Director Shared Services• IT Manager• IT Systems Administrators• IT Support Team• Field and Office Staff
External	<ul style="list-style-type: none">• SU staff in other states and related entities

Key Accountabilities	
Accountability areas	Responsibilities
1. Programming	<ul style="list-style-type: none">• Maintenance and development of the internally developed Intranet application in collaboration with other team members and stakeholders• Documenting project design decisions• Commenting code as it is written for legibility• Thoroughly testing code prior to deployment• Peer-reviewing code as developed by other team members• Other software projects as needed
2. Project Design	<ul style="list-style-type: none">• Identify new requirements in response to the changing needs of the business• Liaise with project owners and/or managers in identifying and recording detailed specifications of key project requirements.
3. Testing	<ul style="list-style-type: none">• Testing of all code prior to release• Coordination of user testing by key stakeholders to be completed sufficiently and in a timely manner for code release.
4. Team contribution	<ul style="list-style-type: none">• Contribute to the immediate team and the broader teams in SU• Participate in SU devotion activities including prayer retreats• Contribute at team meetings• Participate in wider organisation-based activities and learning opportunities• Demonstrate behaviour in line with a child safe culture• Comply with WHS requirements• Protect own health and safety• Protect safety of others. Report hazards, risks and all incidents.

Qualifications and experience
<ul style="list-style-type: none">• Experience with multiple object-oriented programming languages (in particular PHP and Javascript) working on non-trivial systems or libraries.• Bachelor of IT/Software Engineering, or equivalent (desirable)

Competencies	
Competency areas	Definitions
Technical / Professional (Essential)	<ul style="list-style-type: none"> • Moderate to Advanced level knowledge of PHP and Javascript • Moderate knowledge of a mainstream relational database and ORM layer (ideally MySQL and Doctrine) • Experience working on a large, complex codebase using Object-oriented design principles • Able to use a modern VCS such as Git to share code in a team environment.
Technical / Professional (Desirable)	<ul style="list-style-type: none"> • Moderate knowledge of Python • Ability to perform web frontend design using HTML/CSS • Experience with modern web frontend tools such as React, Sass Webpack and Typescript • Exposure to PHP frameworks (Particularly Symfony) • Experience developing for a Linux environment • Understanding of unit testing (such as PHPUnit) • Experience with packaging and dependency management tools such as Composer or NPM • Ability to use Docker and/or Kubernetes for containerization and deployment • Understanding of continuous integration, release cycles and development processes • Experiencing creating and maintaining web APIs (RPC, REST, GraphQL) • Proven skills in UI/UX Design
Attention to detail	Accomplishing tasks, no matter how small, showing concern for all aspects of the job. Accurately checking processes and tasks. Ensuring others can rely on the accuracy of work completed by the incumbent.
Collaboration	Working effectively with others in the organisation (including fellow team members and people in other teams) to accomplish organisational goals and to identify and resolve problems.
Communication (verbal and written)	Using effective interpersonal skills to present ideas and views to individuals or groups (including nonverbal communication). Targeting presentations to the characteristics and needs of the audience (should the role require giving presentations). Expressing ideas clearly in any written format (memo, email, and letter) with correct spelling, grammar and structure.
Continuous improvement	Using initiative to identify and suggest improvements to processes and procedures. Analysing options for procedural improvements and documenting outcomes.
Customer service	Making efforts to listen to and understand stakeholders (both internal and external). Anticipating stakeholders' needs and giving high priority to stakeholder satisfaction.

Problem solving	Analysing problems effectively, evaluating alternative courses of action, exercising sound judgement and taking action in line with the level of authority of the role.
Self-management	<p>Managing one's own wellbeing and workplace behavior in order to contribute to a positive culture within SU QLD. This includes:</p> <ul style="list-style-type: none"> • Maintaining and promoting social, ethical and organisational norms in line with a Christian ethos; • Taking actions that indicate a consideration for the feelings and needs of others; being aware of the impact of one's own behaviour; • Maintaining stable performance under pressure and managing one's own stress effectively; • Handling disappointment and/or rejection while maintaining effectiveness; • Demonstrating perseverance by staying with a plan of action until the desired objective is achieved or is no longer required; and • Being open to change and willing to adapt to new directions; adapting working style to blend with changes; and articulating workplace concerns in a respectful and constructive manner.
Teamwork	Active participation in 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. Proactively developing relationships. Using appropriate interpersonal styles and methods to inspire, guide and persuade others toward goal achievement. Working independently to a high performance standard when required.
Time management	Organising one's own workload to prioritise tasks appropriately and meet deadlines. Adjusting personal work routines to complete tasks required by others when necessary. Considering other people's needs when determining order of work to be completed. Being proactive.

Additional Requirements	
<p>SU QLD requires that the incumbent:</p> <ol style="list-style-type: none"> 1. agree with, and agree to work under, the aims, beliefs and working principles of SU 2. be able to demonstrate a living and personal relationship with Jesus Christ 3. be able to show strong Christian character evidenced by servant leadership, valuing of people in general and marginalised people in particular 4. be a respectable member of a local Christian church we recognise 5. be a holder of a "Blue Card" or other relevant Working with Children Check card from the Blue Card Services Department in Queensland or its interstate equivalent for the purposes of child related employment 6. be willing to work under SU QLD's Staff Code of Conduct 	

Developed by	IT Manager
Approved By	Head of People Services
Effective Date	March 2021