Position Description

Position Title: Senior (Web) Developer

Role Stream: Developer

Grade: 3

Reports to: CTO

Direct Reports: N/A

Job Purpose:

This position provides high quality development services to internal and external customers. A Senior Develop is expected to be able to design substantial solutions, lead and contribute to the development of complex Web solutions, while managing positive customer and peer relationships.

A Senior Developer is expected to work almost completely independently where required, but also lead teams and coach/mentor more junior team members where appropriate.

The Senior Developer is expected to substantially meet the competency requirements of our Enterprise Competency Framework, covering technical, personal and general professional competencies. These are included in this PD.

All employees are required to comply with (and help improve) our operational and delivery processes as defined in the Company Manual and associated Policies, and procedural documentation available online to all staff. In particular, all staff are required to observe our Code of Conduct.

Competencies

Software Development

Software development	Designs how to code module-level solutions Can design and implement integration testing Utilises automated test solutions Refactors complex programs/scripts Leads reviews of colleagues' work. Can work independently without day-to-day supervision. Ensures projects are carried out in accordance with the agreed architecture, standards, methods and procedures.
Systems Design	Identifies and evaluates alternative design options and trade-offs. Creates multiple design views to address the concerns of the different stakeholders of the architecture and to handle both functional and non-functional requirements. Produces detailed design specification to form the basis for construction of systems. Reviews, verifies and improves own designs against specifications.
Governance	Proactively contributes to continuous improvement of software development practices
Back end specific competencies	Stays proactively engaged in continued education and training to remain current on best practices, learn new programming languages. Fluent and able to coach others in .Net and / or PHP programming stacks, eg: - .Net - ASP.Net, C#, web API, MVC, - PHP - Python/Django, Fluent and able to coach others in: - API Design and creation – RESTful API and websockets - OAuth 2.0 - Systems integration - MS SQL Server DB skills (ie stored procs, data modelling, optimisation etc)
Front-End Specific competencies	Can customise core WP, Kentico and Nationbuilder. Can customise plugins in a way that doesn't compromise inherent CMS security. Optimises SEO outcomes without requiring direction. Specialises in PHP, HTML5, JavaScript, CSS3, jQuery, coaches others, conducts code reviews on these. Fluent in one or more contemporary JavaScript frameworks such as Angular, node, vue, React. In-depth working knowledge of CSS pre-processors like SASS or LESS Experience in RESTful services and APIs Web services integration / JSON Proficient in MySQL. Mobile web development capability. Demonstrated mastery of Docker and containerisation. Optimises web pages for speed and scaleability Specialises in advanced eCommerce and Marketing Automation capability in our chosen platforms (WordPress, Nationbuilder, Kentico) with associated certifications.

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Specialist advice	Actively works to explore and investigate new technologies, techniques and concepts.
Data modelling and Design	Can optimise a database schema and/or logical data model. Can design efficient database schemas for mid-to-high complex systems. Understands the balances of normalization vs duplication for data repositories / reporting systems.
Testing	Coordinates and manages planning of the system and/or acceptance tests, including software security testing Manages all test processes, including test plans, resources, costs, timescales, test deliverables and traceability. Provides authoritative advice and guidance on any aspect of test planning and execution. Provides reports on progress, anomalies, risks and issues associated with the overall project. Reports on system quality and collects metrics on test cases. Manages client relationships with respect to testing matters. Identifies process improvements, and contributes to corporate testing standards and definition of best practice.
Database Design	Develops appropriate physical database or data warehouse design elements, within set policies, to meet business change or development project data requirements. Implements data warehouse designs that support demands for business intelligence and data analytics. Interprets installation standards to meet project needs and produces database or data warehouse component specifications.
Release and Deployment	Builds automated tests to test code on GIT check in. Recommends improvements to GIT management practices. Understands and demonstrates commitment to CI/CD practices..
Emerging technology monitoring	N/A
Documentation	Reviews and approves documentation at a project level. Ensures projects are properly documented. Ensures architectural documentation is developed for every delivery system.

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General Professional

Financial Management	Understands and can articulate the need to deliver work within agreed budgets / timeframes
Business Process Improvement	Assesses the feasibility of business process changes and recommends new approaches. Manages the execution of business process improvements. Contributes significantly to continuous improvement initiatives.
Sales	Able to engage with senior client personnel of equivalent role or job function in a sales content to provide authoritative information / address queries or sales objections.
Consultancy	Seeks to fully address client needs, enhancing the capabilities and effectiveness of client personnel, by ensuring that proposed solutions are properly understood and appropriately exploited.
Project Management	Oversees task estimation and provides project-level estimates in a sales or delivery content. Provides estimates for highly complex, technical tasks, may involve customisation, integration or new technologies. Provides advice to more junior staff on estimation .
Change management	Can recount anecdotes of change impact on projects observed. Proactively engages customers in discussions on the change impact of their projects and what project activities might be planned (with or without our assistance) to mitigate the risks and issues associated to that change impact.
Travel flexibility	Can travel interstate overnight at short notice.
Time flexibility	Able to contribute peak effort where required, but is also to take balance time to maintain personal equilibrium.

Behavioural Competencies

Behavioural	Supports or manages others though formal or informal channels. Manages, supports, encourages, directs, coaches, communicates, works with, supervises.
Manage self (show self-awareness, motivation and a commitment to learning)	Recognises impact of own behaviour and emotions on others and adjusts accordingly. Shows commitment to achieving challenging and complex goals. Demonstrates a high level of personal motivation. Seeks and responds positively to constructive feedback and guidance. Actively seeks to acquire new skills and develop strengths.
Display resilience (constructively deal with and recover from challenges and obstacles)	Is flexible, adaptable and maintains appropriate self-care Constructively raises and works through issues and challenges and seeks alternative solutions
Communicate effectively (convey and collect information and opinions, one on one or in groups)	Encourages others to contribute inputs Uses non-verbal skills to create opportunities for others to be heard Anticipates and addresses key areas of interest for the audience and adapts style accordingly Tailors communication to the audience Clearly explains complex concepts and arguments to create shared understanding with individuals and groups Creates opportunities for others to contribute to discussion and debate Causes understanding in others by developing logical and well-reasoned arguments Writes fluently in a range of styles and formats
Manage relationships (build healthy and constructive relationships with internal and external stakeholders)	Fosters cooperation across workgroups Works intentionally towards effective partnerships with other workgroups as applicable Translates communications/stakeholder engagement strategies into specific activities and deliverables. Facilitates open communication and discussion between stakeholders, acting as a single point of contact by developing, maintaining and working to stakeholder engagement strategies and plans.

Influence others (having an impact through influencing and negotiating with understanding, compassion and empathy)	Uses appropriate interpersonal styles and methods to assert own ideas, give and receive constructive feedback and gain the agreement or acceptance of others Influences others with a fair and considered approach and sound arguments based on facts, knowledge and experience Negotiates from an informed and credible position Encourages others to talk, share and debate ideas to achieve agreement Recognises and explains the need for compromise Pre-empts and minimises conflict Demonstrates compassion, empathy, sensitivity and understanding in resolving conflicts and differences Manages challenging relations with internal and external stakeholders
Work collaboratively (collaborate with others and value their contribution)	Models and promotes teamwork and encourages a culture of recognising the value of collaboration Builds culture of consultation and works proactively to overcome barriers to collaboration Fosters productive working relationships and team well-being Encourages and cooperates with others to achieve common goals
Make sound decisions (make informed decisions that align with strategy and meet organisational objectives)	Makes decisions that are focused on achieving organisational strategy and outcomes Recognises the impact of feelings and facts in decision making Discerns the impact of decisions within and outside of own team/department Makes decisions in the face of diverse opinions or complex/crisis situations Uses valid, reliable and sufficient information to make decisions Makes decisions that are consistent with values, policies and procedures