

Role Description

Senior Application Developer

Cluster	Planning and Environment
Agency	Department of Planning and Environment
Division/Branch/Unit	Cluster Corporate Services / Digital Information Office
Location	Sydney
Classification/Grade/Band	Clerk Grade 9/10
Role Number	Generic
ANZSCO Code	261312
PCAT Code	1226492
Date of Approval	February 2019
Agency Website	www.planning.nsw.gov.au

Agency overview

The Planning, Industry and Environment Cluster (DPIE) was formed in 2019. The Cluster drives greater levels of integration and efficiency across key areas such as long-term planning, precincts, housing, property, infrastructure priorities, open space, the environment, our natural resources – land, water, mining – energy, and growing our industries. There is a strong emphasis on regional NSW.

Primary purpose of the role

The Senior Application Developer works as a part of a multi-disciplinary project team, guiding the work of Application Developers on the development of enterprise solutions that facilitate achievement of business outcomes or improve business efficiencies and processes through the leverage of technology.

Key accountabilities

- Apply broad and thorough technical expertise to project needs to ensure optimal solutions are developed and delivered to meet customer needs.
- Utilise technical expertise in the requirements analysis phase to enhance the quality of the solution design.
- Design and execute acceptance testing to improve the quality and reduce operational risk of the developed application.
- Undertake implementation activities to bring developed application “live” in the production environment and in accordance with agreed project deliverables and timeline.

Key challenges

- Balancing competing demands to ensure project objectives are achieved.
- Developing broader knowledge of platforms and technologies to enable development of more complex solutions.

Key relationships

Who	Why
Internal	
Manager	<ul style="list-style-type: none">• Escalate issues, keep informed, advise and receive instructions• Inspire and motivate team, provide direction and manage performance
Work team	<ul style="list-style-type: none">• Participate in meetings to represent work group perspective and share information• Support team, work collaboratively to contribute to achieving the teams' business outcomes
Clients/customers	<ul style="list-style-type: none">• Resolve issues and provide solutions to problems• Provide information and guidance regarding sector/agency-wide rules and standards

Role dimensions

Decision making

The role sets own priorities within the parameters and directions of the work program, maintaining a degree of independence in developing a suitable approach in managing allocated projects and providing regular progress reports to the Manager.

Reporting line

The role reports to the Principal Application Developer.

Direct reports

The role is required to supervise contractors on a project needs basis.

Budget/Expenditure

Nil

Essential requirements

Demonstrated knowledge and functional skills in SAP Plant Maintenance, Purchasing, Finance and/or Real Estate

Demonstrated knowledge of project delivery and service management practices (incident, problem and change management)






Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Adept
	Procurement and Contract Management	Intermediate
	Project Management	Adept
 People Management	Manage and Develop People	Intermediate
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Intermediate

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage	Intermediate	<ul style="list-style-type: none"> Be flexible and adaptable and respond quickly when situations change Offer own opinion and raise challenging issues Listen when ideas are challenged and respond in a reasonable way Work through challenges

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none"> Stay calm and focused in the face of challenging situations Tailor communication to the audience Clearly explain complex concepts and arguments to individuals and groups Monitor own and others' non-verbal cues and adapt where necessary Create opportunities for others to be heard Actively listen to others and clarify own understanding Write fluently in a range of styles and formats
Results Think and Solve Problems	Adept	<ul style="list-style-type: none"> Research and analyse information, identify interrelationships and make recommendations based on relevant evidence Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of option Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness
Business Enablers Technology	Adept	<ul style="list-style-type: none"> Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks Identify opportunities to use a broad range of communications technologies to deliver effective messages Understand, act on and monitor compliance with information and communications security and use policies Identify ways to leverage the value of technology to achieve team/unit outcomes, using the existing technology of the business Support compliance with the records, information and knowledge management requirements of the organisation
People Management Manage and Develop People	Intermediate	<ul style="list-style-type: none"> Ensure that roles and responsibilities are clearly communicated Collaborate on the establishment of clear performance standards and deadlines in line with established performance development frameworks Develop team capability and recognise and develop potential in people Be constructive and build on strengths when giving feedback Identify and act on opportunities to provide coaching and mentoring Recognise performance issues that need to be addressed and work towards resolution of issues