Role Description
Senior Digital Developer

Cluster	Transport for NSW
Agency	Transport for NSW
Division/ Branch/ Unit	Corporate Services/Office of GGM ICT/ IT Strategy and Architecture/Digital Technology
Location	Parramatta
Classification/ Grade/ Band	USS11
Role Number	Various
ANZSCO Code	261312
PCAT Code	1226492
Date of Approval	November 2019
Agency Website	www.transport.nsw.gov.au

Agency overview

At Transport, we're passionate about making NSW a better place to live, work and visit. Our vision is to give everyone the freedom to choose how and when they get around, no matter where they live. Right now, we're delivering a $51.2bn program – the largest Australia has ever seen – to keep people and goods moving, connect communities and shape the future of our cities, centres and regions. At Transport, we're also committed to creating a diverse, inclusive and flexible workforce, which reflects the community and the customers we serve.

Our organisation – Transport for NSW – is comprised of nine integrated divisions that focus on achieving community outcomes for the greater good and on putting our customers at the centre and our people at the heart of everything we do.

Primary purpose of the role

The Senior Digital Developer is responsible for leading and managing digital development activities to deliver innovative solutions and initiatives that align with stakeholder needs and business requirements.
The role will also provide expert and authoritative advice to guide stakeholders through the Digital Lab process, delivery milestones and tasks.

Key accountabilities

- Lead and manage the delivery of Digital Lab initiatives using the latest rapid software development, testing and deployment practices including undertaking development, facilitating code reviews,leading technology solution decisions and evaluating outcomes to ensure the delivery of high-quality digital products for stakeholders.
- Provide expert and authoritative advice on technologies, innovative solutions, problem resolution and methodologies to guide internal and external stakeholders through the process to ensure high quality outcomes.
- Engage with internal team resources and business stakeholders using a lean Agile approach to ensure quality delivery with business outcomes on time and within budget.

- Manage, develop and maintain the digital lab operating technology and tools to deliver innovation and ensure alignment to best practice industry standards and approaches.
- Lead the handover to delivery and operations by drafting the solution briefs, application designs, flexible delivery plans, work with PMs and BAs to develop project cost and resource estimates.
- Contribute to the improvement of service delivery by providing advisory and consultancy services on the development tools, practices and methodologies
- Reduce costs and increase Digital Lab efficiencies by undertaking research, leveraging technical expertise within IM&IT and applying industry best practices and creative problem solving
- Promote the Transport Agency IMIT Digital Lab brand and further grow its capabilities by actively participating in internal and external development community events, meet-ups and hackathons, contributing to Digital Lab knowledge base and community group

Key challenges

- Delivering high-quality outcomes in limited time and complex environment with conflicting priorities
- Keeping abreast of current and emerging best practice testing techniques and methods and applying these techniques to provide desired outcomes.
- Building and maintaining strong professional relationships with a wide range of individuals and groups and forming sound working partnerships.

Key relationships

Who	Why
Internal	
Manager, Digital and Innovation	- Receive advice and report on progress towards business objectives and discuss future directions - Provide expert advice and contribute to decision making - Identify emerging issues/risks and their implications
Transport Cluster	- Ensure non-functional requirements are adequately addressed - Ensure collaboration when operating on a cross-cluster initiative
Technology Business Engagement	- Collaborate with Business customers to clarify requirements - Build strong relationships to create a trust-based culture - Be the thought leader and help direct the customer - Identify issues and provide resolution
External	
Development and Industry communities	- Build professional expertise and networks - Maintain specialist knowledge and keep up with best practice in Digital Technology
Vendors and 3rd party suppliers	- Liaise to understand system capabilities in defining digital lab processes - Resolve and provide solutions to issues

Role dimensions

Decision making

The Senior Digital Developer is responsible for leading and managing the Digital Lab to deliver innovative solutions and initiatives that align with stakeholder needs and business requirements.

The role makes day to day decisions independently and is fully accountable for the quality and integrity of advice provided.

The role defers to the Manager Digital and Innovation on complex issues of a technical, legislative or political nature or decisions that will substantially alter the outcome or timeframes, major issues or conflicts arising in the course of duties or matters requiring a higher delegated authority including approval for expenditure outside of delegation or sensitive issues.

Reporting line

The role is accountable and reports to the Manager, Digital and Innovation

Direct reports

Nil

Budget/Expenditure

Nil

Essential requirements

- Appropriate tertiary qualifications in information management or demonstrated equivalent experience, with a background in applications development.
- Strong knowledge and experience with Agile, cloud technologies, database development, and frontend Javascript frameworks, continuous integration and deployment, Extreme programming, practical full stack and a range of architectures such as event based models and microservices.
- Demonstrated understanding of REST Services.

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

This role also utilises an occupation specific capability set which contains information from the Skills Framework for the Information Age (SFIA). The capability set is available at www.psc.nsw.gov.au/capabilityframework/ICT

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**	**Adept**
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity	Intermediate

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
Relationships	**Communicate Effectively**	**Advanced**
	Commit to Customer Service	Adept
	Work Collaboratively	**Adept**
	Influence and Negotiate	Adept
Results	**Deliver Results**	**Advanced**
	Plan and Prioritise	Adept
	Think and Solve Problems	**Advanced**
	Demonstrate Accountability	Intermediate
Business Enablers	Finance	Intermediate
	Technology	**Advanced**
	Procurement and Contract Management	Intermediate
	Project Management	Adept

Occupation / profession specific capabilities

Capability Set	Category, Sub-category and Skill	Level and Code
SFIA	Change and Transformation, Business Change Management, Requirements Definition and Management	Level 5 - REQM
	Development and Implementation, Systems Development, Systems Development Management	**Level 5 - DLMG**
	Strategy & Architecture, Business Strategy and Planning, Innovation	**Level 5 - INOV**
	Development & Implementation, Systems Development, Programming/software development	Level 5 – PROG

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	Adept	• Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives

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Group and Capability	Level	Behavioural Indicators
		• Keep control of own emotions and stay calm under pressure and in challenging situations
Relationships Communicate Effectively	Advanced	• Present with credibility, engage varied audiences and test levels of understanding • Translate technical and complex information concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Actively listen and encourage others to contribute inputs • Adjust style and approach to optimise outcomes • Write fluently and persuasively in a range of styles and formats
Relationships Work Collaboratively	Adept	• Encourage a culture of recognising the value of collaboration • Build co-operation and overcome barriers to information sharing and communication across teams/units • Share lessons learned across teams/units • Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work
Results Deliver Results	Advanced	• Drive a culture of achievement and acknowledge input of others • Investigate and create opportunities to enhance the achievement of organisational objectives • Make sure others understand that on-time and on-budget results are required and how overall success is defined • Control output of business unit to ensure government outcomes are achieved within budget • Progress organisational priorities and ensure effective acquisition and use of resources • Seek and apply the expertise of key individuals to achieve organisational outcomes
Results Think and Solve Problems	Advanced	• Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues • Work through issues, weigh up alternatives and identify the most effective solutions • Take account of the wider business context when considering options to resolve issues • Explore a range of possibilities and creative alternatives to contribute to systems, process and business improvements • Implement systems and processes that underpin high quality research and analysis
Business Enablers Technology	Advanced	• Show commitment to the use of existing and deployment of appropriate new technologies in the workplace • Implement appropriate controls to ensure compliance with information and communications security and use policies • Maintain a level of currency regarding emerging technologies and how they might be applied to support business outcomes • Seek advice from appropriate technical experts to leverage

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NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		information, communication and other technologies to achieve business outcomes
		• Implement and monitor appropriate records, information and knowledge management systems protocols, and policies

Occupation specific capability set (Skills Framework for the Information Age – SFIA)		
Category and Sub-Category	**Level and Code**	**Level Descriptions**
Development and Implementation, Systems Development, Systems Development Management	Level 5 - DLMG	Defines solution development projects which support the organisation's objectives and plans. Ensures that senior management is both aware of and able to provide the required resources. Contributes effectively to improving solution development processes within the organisation justified by measurable business benefits. Facilitates availability and optimum utilisation of resources, especially in Agile projects. Monitors and reports on the progress of development projects, ensuring that projects are carried out in accordance with agreed standards, methods and procedures (including secure software development). Applies secure development improvement practices.
Strategy & Architecture, Business Strategy and Planning, Innovation	Level 5 - INOV	Actively monitors for, and seeks, opportunities, new methods, trends, capabilities and products to the advancement of the organisation. Clearly articulates, and formally reports potential benefits from both structural and incremental change. Encourages and motivates colleagues to share creative ideas and learn from failures.