

DEVELOPER

BRANCH/UNIT	Systems Group		
TEAM	Solutions Delivery - Digital Platforms / Learning Platforms		
LOCATION	Negotiable		
CLASSIFICATION/GRADE/BAND	TAFE Worker Level 8		
POSITION NO.	TBA		
ANZSCO CODE	263000	PCAT CODE	1226492
TAFE Website	www.tafensw.edu.au		

1. ORGANISATIONAL ENVIRONMENT

TAFE NSW's purpose is to skill the workforce of the future. It is Australia's leading provider of vocational education and training with over 500,000 annual enrolments and a proud history for setting the benchmark for quality service. As the NSW public provider, it supports the NSW Government's priority to grow skills for the economy and jobs of tomorrow. Critically, TAFE NSW plays a vital role in providing vocational education in rural and regional NSW, and job training pathways for the most vulnerable in the community.

TAFE NSW offers the best of campus-based delivery as well as flexible, online and work-based learning. The TAFE NSW values of Customer First, Collaboration, Integrity and Excellence guide our team in strengthening communities, delivering world-class training for our students and producing job ready graduates for employers. The operating environment for TAFE NSW is dynamic as we leverage our scale, expertise, passion and reputation to meet the rapidly changing VET landscape.

TAFE NSW is committed to its students and customers and the role it plays in changing lives and opening up opportunities through learning.

2. POSITION PURPOSE

The Developers (Full Stack, Front End, Back End) are agile team members that deliver solutions with modern supported technologies and are responsible for developing, fixing, enhancing, and refactoring applications and systems to meet the business needs.

3. KEY ACCOUNTABILITIES

1. Act in an operational capacity delivering continuous process and technology improvements and defect remediation of operational services to ensure the digital experience is accessible and engaging.
2. Participate in front end through to back end integration (full stack) development requiring interaction with users and logic, working with varying browsers and capabilities, understanding the way content is presented on platform desktops and devices and having a knowledge of frameworks, software architecture, design patterns, databases, APIs, interconnectivity, DevOps ensuring intuitive and responsive interfaces.
3. Undertake front end user interface design and development and collaborate with UI/UX designers to bridge the gap between graphical design and technical implementation.
4. Undertake back end internal workforce and coding within applications with a view to undertaking full stack front end to back end integrations, assuming technical responsibility for all stages of the development process to ensure compliance with standards set for design, coding, security and legal.
5. Interact with teams in technical discussions, design and code reviews and utilise technical expertise in the requirements analysis phase to ensure the solution is both fit for purpose and use, implementing areas of software process improvement to enhance the organisation's development capability and to create a better experience for the end users.
6. Translate UI/UX design wireframes to actual code to produce visual elements of the applications and ensure technical feasibility of the designs.
7. Build reusable code and libraries for future use and ensure applications are optimised for maximum speed and scalability.
8. Work closely with the Senior Developer to develop usable Application Program Interfaces (API) to develop software or facilitate interaction between distinct solution delivery systems.
9. Design and execute acceptance testing to improve the quality and reduce operational risk of the developed application, participating in product configuration, performance tuning and testing as well as production monitoring and identifying and addressing performance and scalability bottlenecks.
10. Provide on-going 3rd level support of developed applications to reduce the impact of application defects and related incidents and participate in agile development processes, utilizing industry standard tools for issue tracking, version control, and code deployment.
11. Reflect TAFE NSW's values in the way you work and abide by policies and procedures to ensure a safe, healthy and inclusive work environment.
12. Place the customer at the centre of all decision making.
13. Work with the Line Manager to develop and review meaningful performance management and development plans.

4. KEY CHALLENGES

- Maintaining scope and results focus within a business environment undertaking a range of significant initiatives.
- Managing consultation and negotiation with diverse stakeholders, within agreed timelines, given their varying expectations, viewpoints and interests.
- Improving real-time information access; streamlining processes, accessing information more efficiently, transferring data and information across multiple platforms and development and maintenance.

5. KEY RELATIONSHIPS

WHO	WHY
Internal	
Designated Manager Platforms	<ul style="list-style-type: none"> Receive leadership, direction and advice.
Project Team leads and members	<ul style="list-style-type: none"> Share information. Guide and support project team members. Work collaboratively to contribute to achieving team outcomes. Collaborate in the implementation of project related strategies.
External	
Vendors	<ul style="list-style-type: none"> Manage relationships and performance as required and align requirements with project timeframes and delivery. Liaise on technical issues Keep abreast of emerging technologies and solutions

6. POSITION DIMENSIONS

Reporting Line: Designated Manager Platforms

Direct Reports: Nil

Indirect Reports: Nil

Financial Delegation: TBA

Budget/Expenditure: TBA

Decision Making:

- Makes decisions on complex and sensitive issues that have a high level of impact on the immediate work area and the potential to impact more broadly on agency operations and externally.
- Matters requiring a higher level of approval are referred to the Reporting Line Manager.

7. ESSENTIAL REQUIREMENTS





- Degree qualification in related field or equivalent significant industry experience.
- Ability to address and meet focus capabilities as stated in the position description.
- Knowledge of contemporary digital development standards, techniques, design patterns, and languages.
- Advanced knowledge of contemporary digital development standards, techniques, design patterns, and languages.
- Knowledge of and experience working with agile software development methodologies.

8. CAPABILITIES


NSW Public Sector Capability Framework

Below is the full list of capabilities and the level required for this role as per the [NSW Public Sector Capability Framework](#). The capabilities **in bold** are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities. Capability levels are as follows and reflect a progressive increase in complexity and skill:

Foundational > Intermediate > Adept > Advanced > Highly Advanced

CAPABILITY GROUP	NAME	LEVEL
 Personal Attributes	Display Resilience & Courage	Foundational
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Intermediate
	Influence and Negotiate	Adept
 Results	Deliver Results	Intermediate
	Plan And Prioritise	intermediate
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Foundational
	Technology	Adept
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

Occupation / profession specific capabilities

Capability Set	Category, Sub-category and Skill	Level and Code
	Development and Implementation –System development – programming/software development	Level 5- PROG
	Development and Implementation– Installation and Integration – Systems integration and build	Level 4 - SINT

FOCUS CAPABILITIES

The focus capabilities for the Developer 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 position's key accountabilities.

NSW Public Sector Focus Capabilities

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
Personal Attributes Manage Self	Intermediate	<ul style="list-style-type: none"> Adapt existing skills to new situations. Show commitment to achieving work goals. Show awareness of own strengths and areas for growth and develop and apply new skills. Seek feedback from colleagues and stakeholders. Maintain own motivation when tasks become difficult.
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none"> 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.
Relationships Influence and Negotiate	Adept	<ul style="list-style-type: none"> Negotiate from an informed and credible position. Lead and facilitate productive discussions with staff and stakeholders. Encourage others to talk, share and debate ideas to achieve a consensus. Recognise and explain the need for compromise. Influence others with a fair and considered approach and sound arguments. Show sensitivity and understanding in resolving conflicts and differences. Manage challenging relations with internal and external stakeholders. Pre-empt and minimise conflict.
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 options. 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.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Business Enablers		<ul style="list-style-type: none"> Support compliance with the records, information and knowledge management requirements of the organisation.
Project Management	Intermediate	<ul style="list-style-type: none"> Perform basic research and analysis which others will use to inform project directions. Understand project goals, steps to be undertaken and expected outcomes. Prepare accurate documentation to support cost or resource estimates. Participate and contribute to reviews of progress, outcomes and future improvements. Identify and escalate any possible variance from project plans.

Occupation specific capability set (Skills Framework for the Information Age – SFIA)

Category and Sub-Category	Level and Code	Level Descriptions
Development and Implementation –System development –	Level 5 (PROG)	Programming/software development (PROG) - Takes technical responsibility across all stages and iterations of software development. Plans and drives software construction activities. Adopts and adapts appropriate software development methods, tools and techniques selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches. Measures and monitors applications of project/team standards for software construction including software security. Contributes to the development of organisational policies, standards, and guidelines for software development.
Development and Implementation– Installation and Integration —	Level 4 (SINT)	Systems Integration and build (SINT) - Provides technical expertise to enable the configuration of software, other system components and equipment for systems testing. Collaborates with technical teams to develop and agree system integration plans and report on progress. Defines complex/new integration builds. Ensures that integration test environments are correctly configured. Designs, performs and reports results of tests of the integration build. Identifies and documents system integration components for recording in the configuration management system. Recommends and implements improvements to processes and tools.