

# Role Description

## Developer

Role Description Fields	Details
Cluster	Education
Department/Agency	TAFE NSW
Division/Branch/Unit	Systems Group/Solutions Delivery
Position Description no	10012-01
Classification/Grade/Band	TAFE Worker Level 8
Senior executive work level standards	Not Applicable
ANZSCO Code	263000
PCAT Code	1226492
Date of Approval	August 2022
Agency Website	<a href="http://www.tafensw.edu.au">www.tafensw.edu.au</a>

### Agency overview

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.

### Primary purpose of the role

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.

## 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.

## 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.

## Key relationships

### Internal

Who	Why
Line Manager	<ul style="list-style-type: none"><li>• Receive leadership, direction and advice.</li></ul>
Project Team leads and members	<ul style="list-style-type: none"><li>• Share information.</li><li>• Guide and support project team members.</li><li>• Work collaboratively to contribute to achieving team outcomes.</li><li>• Collaborate in the implementation of project related strategies.</li></ul>

### External

Who	Why
Vendors	<ul style="list-style-type: none"><li>• Manage relationships and performance as required and align requirements with project timeframes and delivery.</li><li>• Liaise on technical issues.</li><li>• Keep abreast of emerging technologies and solutions.</li></ul>

## Role dimensions

### 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.

### Reporting line

Designated Manager Platforms

### Direct reports

Nil

### Budget/Expenditure

TBA

## Essential requirements

1. A valid Working with Children Check (required prior to commencement).
2. Degree qualification in related field or equivalent significant industry experience.
3. Ability to address and meet focus capabilities as stated in the position description.
4. Experience developing web applications using PHP and SQL, HTML, CSS, JavaScript
5. Knowledge of the following desirable Learning Management Systems, REST based Web Services, WEB Frameworks such as Angular, Unit Testing Tools.

## Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

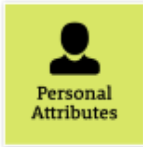

The capabilities are separated into focus capabilities and complementary capabilities

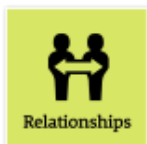
### Focus capabilities

*Focus capabilities* are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

### Focus capabilities

Capability group/sets	Capability name	Behavioural indicators	Level
	<b>Manage Self</b> Show drive and motivation, an ability to self-reflect and a commitment to learning	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 Stay motivated when tasks become difficult	Intermediate
	<b>Communicate Effectively</b> Communicate clearly, actively listen to others, and respond with understanding and respect	Tailor communication to diverse audiences Clearly explain complex concepts and arguments to individuals and groups Create opportunities for others to be heard, listen attentively and encourage them to express their views Share information across teams and units to enable informed decision making Write fluently in plain English and in a range of styles and formats Use contemporary communication channels to share information, engage and interact with diverse audiences	Adept



### **Influence and Negotiate**

Gain consensus and commitment from others, and resolve issues and conflicts

Negotiate from an informed and credible position      Adept

Lead and facilitate productive discussions with staff and stakeholders

Encourage others to talk, share and debate ideas to achieve a consensus

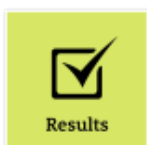
Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes

Influence others with a fair and considered approach and sound arguments

Show sensitivity and understanding in resolving conflicts and differences

Manage challenging relationships with internal and external stakeholders

Anticipate and minimise conflict



### **Think and Solve Problems**

Think, analyse and consider the broader context to develop practical solutions

Research and apply critical-thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence      Adept

Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience

Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience

Seek contributions and ideas from people with diverse backgrounds and experience

Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness

Identify and share business process improvements to enhance effectiveness



### **Technology**

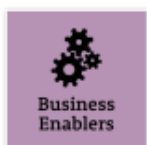
Understand and use available technologies to maximise efficiencies and effectiveness

Identify opportunities to use a broad range of technologies to collaborate      Adept

Monitor compliance with cyber security and the use of technology policies

Identify ways to maximise the value of available technology to achieve business strategies and outcomes

Monitor compliance with the organisation's records, information and knowledge management requirements



### **Project Management**

Understand and apply effective planning, coordination and control methods


Perform basic research and analysis to inform and support the achievement of project deliverables      Intermediate

Contribute to developing project documentation and resource estimates

Contribute to reviews of progress, outcomes and future improvements

Identify and escalate possible variances from project plans





## Occupational Specific Focus Capabilities







Capability group/sets	Capability name	Behavioural indicators	Level
	Development and Implementation –System development	<b>Programming/software development (PROG)</b> - 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.	<b>Level 5 (PROG)</b>
	Development and Implementation– Installation and Integration	<b>Systems Integration and build (SINT)</b> - 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.	<b>Level 4 (SINT)</b>

## Complementary capabilities

*Complementary capabilities* are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Foundational
	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Intermediate
	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept

 Relationships	Work Collaboratively	Collaborate with others and value their contribution	Intermediate
 Results	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Intermediate
 Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Intermediate
 Results	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Intermediate
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
 Business Enablers	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational