

Position Description

Senior Front-end Developer

Division/Branch/Unit	Public Engagement/ Digital Engagement
Location	Art Gallery of NSW
Classification/Grade/Band	Clerk Grade 7/8
Kind of Employment	On-going
ANZSCO Code	232414
Role Number	New
PCAT Code	1119192
Date of Approval	November 2019
Agency Website	https://www.artgallery.nsw.gov.au/

Overview

The Art Gallery of New South Wales (the Gallery) is a statutory body established under the Art Gallery of New South Wales Act 1980 and is an executive agency under the Department of Premier and Cabinet. The Gallery is in The Domain adjacent to the Royal Botanical Gardens and the Central Business District on the lands of the Gadigal peoples of the Eora nation, and attracts around 1.4 million visitors annually.

The Gallery holds significant collections of Aboriginal & Torres Strait Islander, Australian and International art and presents a dynamic program of temporary exhibitions involving significant loans from national and international collections. The Gallery also manages the Brett Whiteley Studio in Surry Hills. The Gallery employs 350 people on an annual basis and has a current effective full-time equivalent of around 215 staff. As the state's leading institution for the visual arts, the Gallery plays a vital role in the cultural and intellectual life of both Sydney and Australia.

The Gallery is currently undergoing planning for its expansion. The Gallery's expansion, known as the 'Sydney Modern Project' or 'SMP', involves the construction of a new building to the north of the existing Gallery building as well as some modifications to the existing building.

Primary purpose of the role

The Senior Front-end Developer designs and develops digital services and products with a clear focus on audience needs. They require strong front-end skills and experience and will drive the adoption of component-based architecture and UX/UI pattern libraries to build accessible, performant, and responsive websites and in-gallery digital interactives. The person in this role will apply their development skills to create templating systems, design build pipelines and integrate with source-of-truth Gallery systems such as content and collection management.

The Senior Front-end Developer will work closely with the Manager of Digital Technologies and the Digital Engagement team to meet Gallery standards, conventions and styles for content, architecture and code. The role requires working with a range of Gallery staff to gather requirements and understand user needs to prototype, build, test and maintain a range of digital products, including API-first content, media and search infrastructure, and public-facing digital products and services.

The Senior Front-end Developer will use their creative technology background to present art in an inclusive and considered way that meets the needs of audience and staff alike. They will be an advocate for innovation in the application of technology within the Gallery.

Key accountabilities

- **Front-end development:** Use standards-based semantic HTML, robust and maintainable CSS, and modern JavaScript to produce accessible, performant, secure, and responsive websites and interactives with a focus on user-centered design and experience.

Integrate with APIs and databases, configure content, media and search services, develop build processes and CI/CD pipelines using Python, JavaScript, and other languages and frameworks. Keep a DevOps mindset.

- **Prototyping and testing:** Use an iterative approach driven by feedback and data insights to design, prototype, build, test, maintain and support a number of core, middleware and end-user digital products.
- **Documentation and communication:** Write technical and user-focused documentation and specifications, advise on best practices, and drive the adoption of component-based architecture through pattern libraries. Work with in-house and third-party developers using coding standards and comment and commit conventions.

Key challenges

- Keep abreast of current best practices and identify emerging technologies, trends, and opportunities for the Gallery to pursue.
- Communicate complex information in accessible formats to team members, project teams, and more broadly across the Gallery.
- Respond to priorities while working on multiple concurrent projects at a consistently high standard.
- Provide clear, reliable and up-to-date documentation adhering to standards, conventions and styles.

Key relationships

Who	Why
Internal	
Manager of Digital Technologies	<ul style="list-style-type: none"> ● Set work allocation including projects and priorities. Escalate issues, keep informed, advise.
Digital Engagement Team	<ul style="list-style-type: none"> ● Work closely with the rest of the team in the production and maintenance of digital projects, platforms and infrastructure
Gallery stakeholders	<ul style="list-style-type: none"> ● Share information and provide advice on digital technologies and systems ● Collaborate for effective outcomes ● Respond to day to day issues
External	
External stakeholders	<ul style="list-style-type: none"> ● Collaborate for effective outcomes

Role dimensions

Decision making

Program of work will be set by Manager of Digital Technologies and Head of Digital Engagement. Can escalate issues to Manager of Digital Technologies.

Reporting line

Manager of Digital Technologies

Direct reports

NA

Budget/Expenditure

NA

Essential requirements

- Relevant tertiary qualifications and/or demonstrated experience in developing accessible, performant, secure and responsive websites and digital products.
- High-level knowledge of front-end web development technologies and standards including HTML, CSS, and JavaScript plus demonstrated experience with templating systems as well as build tools such as pre-processors and post-processors.
- Experience with implementing, configuring and maintaining content management systems, in particular using headless or decoupled architectures.
- Experience integrating with databases, products and services using APIs and other methods.
- Experience with prototyping, end-to-end testing and iterative design and development of products using modular, component-based patterns.
- Ability to work with third-party developers as well as work within, and contribute to, coding, comment and commit standards, conventions and styles.
- High-level communication and documentation skills including requirements gathering and user needs analysis.
- Ability to work on multiple concurrent projects and prioritise to meet deadlines.





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	Intermediate
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Adept
	Procurement and Contract Management	Intermediate
	Project Management	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 Manage Self	Adept	<ul style="list-style-type: none"> Look for and take advantage of opportunities to learn new skills and develop strengths Show commitment to achieving challenging goals Examine and reflect on own performance Seek and respond positively to constructive feedback and guidance Demonstrate a high level of personal motivation
Relationships	Intermediate	<ul style="list-style-type: none"> Focus on key points and speak in 'Plain English'

Communicate Effectively		<ul style="list-style-type: none"> ● Clearly explain and present ideas and arguments ● Listen to others when they are speaking and ask appropriate, respectful questions ● Monitor own and others' non-verbal cues and adapt where necessary ● Prepare written material that is well structured and easy to follow by the intended audience ● Communicate routine technical information clearly
Relationships Commit to Customer Service	Intermediate	<ul style="list-style-type: none"> ● Support a culture of quality customer service in the organisation ● Demonstrate a thorough knowledge of the services provided and relay to customers ● Identify and respond quickly to customer needs ● Consider customer service requirements and develop solutions to meet needs ● Resolve complex customer issues and needs ● Co-operate across work areas to improve outcomes for customers
Results Deliver Results	Intermediate	<ul style="list-style-type: none"> ● Complete work tasks to agreed budgets, timeframes and standards ● Take the initiative to progress and deliver own and team/unit work ● Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals ● Seek and apply specialist advice when required
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 ● Support compliance with the records, information and knowledge management requirements of the organisation