# Position Description

## Technical Services – CSOF4

The following information is for applicants

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| Advertised Job Title**:** | Software Developer – Research Application Development |
| Job Reference: | 61176 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only |
| Percentage of Client Focus - Internal: | 100% |
| Percentage of Client Focus - External: | 0% |
| Reports to the: | Executive Manager, IMT Applications |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries: | **Nathan Peterson**  Email at [nathan.peterson@csiro.au](mailto:nathan.peterson@csiro.au)  Phone at (03) 9545 2609 |
| Contact Details For Applying: | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au) |
| How to Apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the requisition number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon |

## Role Overview:

CSIRO's Information and Technology (IM&T) division is embarking on an ambitious portfolio of work designed to support the organisations strategy. Underpinning the portfolio is a desire for staff to have seamless, secure access to tools, systems and processes that back the delivery of world class science.

The Research Application Development Team develops software solutions that support CSIRO’s management of research outputs including publications and data collections. The team supports a variety of products including bespoke in-house developed, custom configured and hosted “off the shelf” products. The team operates using agile practices and has a policy of continuous review and improvements. Our environment encourages innovation and provides the technology and autonomy to get on with delivery.

The role of the Software Developer within the CSIRO IM&T Research Application Development Team is to assist in the implementation and support of new and existing software solutions.

The incumbent of this role will operate in an agile and highly collaborative environment working in an interdisciplinary team involving other testers, developers, business analysts, infrastructure specialists, data librarians, executive managers and other stakeholders.

To be successful the incumbent will have the capability to contribute to the delivery of solutions and services in support of CSIRO’s strategic and operational objectives, be able to work under limited guidance as part of a team as well as demonstrate initiative and independence.

**Security Clearance:**

This is a security assessed position and successful applicants will be required to obtain and maintain a security clearance at Negative Vetting 1 level.

To obtain an Australian Government security clearance you must be an Australian Citizen. Applicants seeking sponsorship or who only hold residency status will not be considered.

## Duties and Key Result Areas:

* Assist in various aspects of system development
* Develop software to satisfy business requirements (Agile stories).
* Undertake unit testing of developed code and debug code.
* Co-ordinate and participate in code reviews and specification reviews.
* Contribute to our continuous delivery implementation
* Provide technical advice that is aligned with overall solution designs, architecture and frameworks
* Contribute positively to stimulate and promote a team approach, and develop sound working relationships with application users and business owners.
* Complete assigned programming and analysis tasks as specified by due dates.
* Produce and maintain systems documentation.
* Keep management and other team members informed of progress and issues.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Work collaboratively as part of a regionally dispersed, multi-disciplinary team.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## CSIRO Competencies:

1. **Teamwork and Collaboration: Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions. Cooperates with others to achieve organisational objectives. Collaborates with other teams as well as industry colleagues.**
2. **Influence and Communication: Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning. Uses knowledge of other party’s priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.**
3. **Resource Management/Leadership: May allocate activities, direct tasks and manage resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.**
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).**
6. **Adaptability:** Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches. Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## Selection Criteria:

*Under CSIRO policy only those who meet all selection criteria can be appointed.*

## Pre-Requisites:

* 3+ years’ experience in developing software applications coupled with relevant tertiary qualifications in IT or equivalent relevant work experience.

## Essential Criteria:

1. Experience with one or more programming languages, preferably including one of Java, Python or Groovy;
2. Experience with web templating and scripting including HTML5, CSS, Javascript and JQuery.
3. Knowledge and experience working in an Agile-Scrum software development including the use of JIRA (TASKS) and Confluence (WIKI).
4. Demonstrated high-level SQL and data modelling skills.
5. Demonstrated ability to assess, analyse and resolve issues and provide technical advice to team members, management and clients;
6. Excellent communication skills, including an ability to work collaboratively across multi-disciplinary project teams and communicate with staff and clients at all levels.

## Desirable Criteria:

1. Experience developing systems with high throughput requirements for relational & file-based data processing;
2. Experience with systems that deal with a significant data scale/magnitude (i.e. Terabytes, Petabytes);
3. Experience building java web apps focussed on discovery and access of research data;
4. Experience with Spring or Grails frameworks;
5. Experience with Hibernate/JPA.
6. Experience with both front-end and back-end component development for web-application systems;
7. Experience building systems based on Object-Oriented PHP;
8. Experience with PHPUnit, JQuery and MySQL
9. Experience building systems integrations and interfaces to external systems e.g. REST webservices;
10. Understanding/appreciation of scientific collections and data management;
11. Experience with continuous integration tools.

## Special Requirements:

This is a security assessed position and successful applicants will be required to obtain and maintain a security clearance at Negative Vetting 1 level.

To obtain an Australian Government security clearance you must be an Australian Citizen. Applicants seeking sponsorship or who only hold residency status will not be considered.

## About CSIRO:

We imagine. We collaborate. We innovate. To find out more visit us [online](http://www.csiro.au/)!

Find out more about the CSIRO [Information Management & Technology](https://my.csiro.au/orginfo/structure/support/imt)