# Position Description

## Technical Services – CSOF3

The following information is for applicants

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| Advertised Job Title**:** | Software Developer – Research Application Development |
| Job Reference: | 59175 |
| 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 Phone at (03) 9545 2609 |
| Contact Details For Applying: | Call 1300 984 220 or email 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.

IM&T itself operates under agile and lean start up principles and provides an environment where the technology and autonomy is provided to get on with delivery.

The Research Application Development Team develops software solutions that support CSIRO’s research and data management functions. The team supports a variety of products; ranging from in-house developed to custom configured and the hosting of “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 applications.

The successful candidate 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.

The successful candidate will need to 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 direction 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.**
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.**
3. **Resource Management/Leadership: Provides instruction and assists other staff to complete allocated tasks and activities.**
4. **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
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.

## Selection Criteria:

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

1. Relevant tertiary qualifications or relevant work experience in *IT.*
2. Demonstrated ability to assess, analyse and resolve issues and provide technical advice to team members, management and clients;
3. 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. Knowledge and experience working in an Agile-Scrum software development including the use of JIRA (TASKS) and Confluence (WIKI).
2. Experience with both front-end and back-end component development for web-application systems;
3. Experience with one or more programming/scripting languages, preferably web-based including Java, python, Groovy, JSP, JavaScript;
4. Experience building systems based on Object-Oriented PHP;
5. Experience with PHPUnit, JQuery and MySQL
6. Experience building systems integrations and interfaces to external systems;
7. Understanding/appreciation of scientific collections and data management;
8. Experience with continuous integration tools.
9. SQL query and XML skills.

## Special Requirements:

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## About CSIRO:

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