# Position Description

*Senior ABAP Developer*

## Technical Services – CSOF6

The following information is for applicants

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| Advertised Job Title**:** | Senior ABAP Developer |
| Job Reference: | 60954 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only |
| Percentage of Client Focus - Internal: | 95% |
| Percentage of Client Focus - External: | 5% |
| Reports to the: | Manager, SAP Services |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries: | Anthony Victory – [anthony.victory@csiro.au](mailto:anthony.victory@csiro.au) |
| 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  Please do not email your application directly to Anthony Victory.   Applications received via this method will not be considered by the selection panel. |

## Role Overview:

CSIRO's Information and Technology (IMT) business unit is embarking on an ambitious portfolio of work designed to support the organisation’s strategy to 2020. Underpinning the portfolio is a desire for staff to have seamless and secure access to tools, systems and processes that back the delivery of world class science.

IMT operates under agile principles and provides an environment where technology and individual autonomy is provided to staff to get on with service delivery. Developers work closely with business analysts, functional consultants, testers and infrastructure specialists to ensure that all technical development supports outcomes required by the business.

The Senior ABAP Developer is responsible for undertaking development activities and providing technical support, advice and assistance to colleagues in the IMT Applications group using, or integrating with, CSIRO’s SAP systems. This requires expertise in relevant SAP functionality and a strong understanding of business operations, processes and information requirements.

You will be required to undertake ABAP programming tasks, lead junior developers to support the ongoing maintenance and enhancement of the SAP Platform across all modules. You will also undertake development activities to support the integration of SAP with other internal business systems including Microsoft Dynamics and external products including SuccessFactors.

**Security Clearance:**

The successful candidate must hold, or have the ability to possess and maintain, a Baseline Australian Government security clearance.

## Duties and Key Result Areas:

* Acting as a trusted advisor with an understanding of the business, utilise your creativity to determine, anticipate and deliver the client’s needs.
* Undertaking ABAP programming activities, including the use of Data Dictionary, User Exits (CMOD/SMOD/BTEs/Enhancement Points), debugging, OSS Note application through SNOTE, Web Dynpro and Floorplan Manager, OO Coding, ALV Reporting and Business Rules Framework;
* Writing/maintaining interfaces with core CSIRO applications including Microsoft Identity Manager, Microsoft Dynamics, SuccessFactors and other 3rd party products, both directly and via PI proxies;
* Writing/maintaining BI extractors and BI user exits;
* Undertake analysis, troubleshooting and problem solving of all issues related to the SAP Platform;
* Demonstrate high levels of technical documentation to support the SAP platform;
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation;
* Work collaboratively as part of a multi-disciplinary team and business unit to carry out tasks in support of CSIRO’s technology objectives;
* 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; and
* Other duties as directed.

## CSIRO Competencies:

1. **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
2. **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas
3. **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
4. **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
5. **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
6. **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## Selection Criteria:

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

1. At least 5 years’ experience as a lead ABAP developer undertaking development and maintenance activities across a broad range of activities in an SAP landscape.
2. Demonstrated expertise in writing and maintaining BI extractors, and interfaces with SuccessFactors, Microsoft Dynamics, Microsoft Identity Management and other 3rd party products.
3. Demonstrated ability to work collaboratively across multi-disciplinary project teams to influence outcomes.
4. Excellent oral communication and technical documentation skills.

## About CSIRO:

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