# Position Description

## Technical Services – CSOF4

The following information is for applicants

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| Advertised Job Title**:** | Web Developer |
| Job Reference: | 61887 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Percentage of Client Focus - Internal: | 100% |
| Percentage of Client Focus - External: | 0% |
| Reports to the: | Manager, Web Solutions |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries: | Scott Taylor via Email: [Scott.Taylor@csiro.au](mailto:Scott.Taylor@csiro.au)  *Please do not email your application directly to Mr Taylor.   Applications received via this method will not be considered by the selection panel.* |
| 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:

The role of Technical Staff in CSIRO is to provide support for scientific research in a diverse range of laboratory and field situations across a range of different research projects. This support consists of the application of accepted technical practices and the development of new practices. The work is usually carried out as a member of a centralised service.

The Web Developer will work within a team on the various websites and platforms managed by the team. The position will assist with the day to day technical support, development and deployment of CSIRO’s websites and pages in an agile environment.

The position will be primarily responsible for developing sites and pages for the Sitecore platform in ASP.Net. The other technologies that the role will use include HTML, CSS, C#, MVC, JavaScript and API’s. The Web Developer will work directly with clients and members of the team such as BA and graphic designers, and with other technical teams across CSIRO.

This is a security assessed position. Applicants must be an Australian citizen, with successful candidate either holding or having the ability to obtain a Baseline, Australian Government security clearance.

## Duties and Key Result Areas:

* Work under the Lead Developer to develop and deploy websites using the standard platforms and practices utilised by CSIRO.
* Troubleshoot and provide technical support for CSIRO’s sites which are used by a large number of content authors and end users.
* Work directly with clients of the team to address and meet their web development needs.
* Create technical documentation to support the development team and its projects.
* Work closely with front end developers and designers to build accessible user interfaces and experiences.
* Use source control tools and project management methodologies and systems to manage work and deliver on major responsibilities within assigned projects.
* Participate in the planning of projects and accept responsibility for carrying out major parts of the project, including data analysis, and typically make significant contributions to the interpretation and communication of results.
* Liaise with clients to determine their needs and take personal responsibility for their satisfaction, correct problems promptly and in a constructive manner.
* Under general direction apply knowledge and skills to set work priorities, normally within a clear statement of objectives, operating as an individual, member of a team, or a team leader, depending on the size and complexity of the work unit.
* Establish networks with other professionals in your field to ensure that the information/technology that is being utilised continues to add value to the Business Unit’s operations.
* Develop original techniques, processes, equipment or software, especially when encountering new problems where methods are not defined and initiative is required in seeking new approaches to improve the service provided and meet client needs.
* 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, regionally dispersed team, and business unit to carry out tasks in support of CSIRO scientific 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.
* 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: 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: Allocates activities, directs tasks and manages 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:** Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## Essential Criteria:

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

1. Relevant degree in IT or relevant work experience in web development.
2. A minimum of ~3 years of demonstrated experience working as a programmer/web developer, preferably with Microsoft ASP.Net technologies.
3. Excellent skills programming in a broad range of web technologies such as HTML, CSS, C#, MVC, JavaScript, API’s.
4. Demonstrated ability to rapidly acquire skills with new and different web platforms and programming languages.
5. Demonstrated experience with source control tools and agile project management methodologies and systems.
6. Excellent communication skills, including an ability to work collaboratively across multi-disciplinary project teams.
7. **A history of professional and respectful behaviours and attitudes in a collaborative environment.**

## Desirable Criteria:

1. Experience developing websites on the Sitecore platform, Sitecore qualifications an advantage.
2. Experience creating and working on technical designs for complex website projects.
3. Working knowledge of security best practices in web development.
4. Experience managing projects and project teams.
5. Understanding of web content accessibility guidelines (WCAG AA).

## Special Requirements:

**Security Clearance:**This is a security assessed position. Applicants must be an Australian citizen, with successful candidate either holding or having the ability to obtain a Baseline, Australian Government security clearance.

## About CSIRO:

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