



JOB DESCRIPTION

NAME:		REPORTING TO:	Manager, Business Systems Development
POSITION TITLE:	Senior Software Developer	DIRECT REPORTS:	
DEPARTMENT:	Technology Services	LOCATION:	Melbourne

POSITION PURPOSE:

Intrepid Group's distributed business model, including its newly formed regional structure, demands recalibration of its global systems to support and future-proof the business over the coming years.

The main responsibility of this role is the design and development related to new and existing modules of Intrepid's information systems. You will be working closely with external consultants and internal team members to deliver software solutions with an emphasis on delivering business value.

Working in an agile environment, this role will make strong and positive contributions to the design, performance, usability, stability and architecture of new and existing enterprise systems. A key sprint participant, this role works closely with product owners, business analysts, architects, and users to deliver software development outcomes.

QUALIFICATIONS AND EXPERIENCE (Mandatory)

- Computer science or Software Engineering Qualifications
- Advanced skills in one or both of .NET or Java
- Strong understanding of Object Oriented design and development
- Relational database expertise
- SQL Server 2012 database including writing complex stored procedures

Proven experience with 5+ years in the following:

- Designing, coding, testing, correcting, and documenting moderately complex programs and program modifications from supplied specifications or through discussions in sprints, using agreed standards and tools
- Conducting reviews of supplied specifications and sprint discussions with others as appropriate, including code review for colleagues.
- Specifying user/system interfaces, and translating logical designs into physical designs taking account of target environment, performance requirements and existing systems.
- Works with clients/ users in conducting acceptance tests.
- Familiar with common Agile practices, service-oriented environments, and better development practices
- Maintaining knowledge of specific technical specialisation, providing detailed advice regarding their application and executing specialised tasks.
- Communicating technology, technique, method, product or application area with both technical and non-technical staff or contractors

OTHER SKILLS AND ATTRIBUTES

- **Autonomy** - Works under general direction. Uses discretion in identifying and resolving complex problems and assignments. Usually receives specific instructions and has work reviewed at frequent milestones. Determines when issues should be escalated to a higher level.
- **Influence** - Interacts with and influences department/project team members. Has working level contact with customers and suppliers. In predictable and structured areas may supervise others. Makes decisions which may impact on the work assigned to individuals or phases of projects.
- **Complexity** - Performs a broad range of work, sometimes complex and non-routine, in a variety of environments. Applies methodical approach to problem definition and resolution.
- **Business skills** - Understands and uses appropriate methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving. Demonstrates effective

communication skills. Contributes fully to the work of teams. Absorbs and applies technical information. Works to required standards.

- Leadership - Advises on the available standards, methods, tools and applications relevant to own specialism and can make appropriate choices from alternatives. Takes the initiative in identifying and negotiating appropriate personal development opportunities.
- Innovation - Appreciates the wider field of information systems, and how own role relates to other roles and to the business of the employer or client. Plans, schedules and monitors own work (and that of others where applicable) competently within limited deadlines and according to relevant legislation and procedures.

Operational Accountabilities	Benchmark Measure
Technical Leadership Tasks	<ul style="list-style-type: none"> • Apply industry best-practises for system architecture, data modelling and coding standards • Assist in system testing, unit testing and performance testing • Participate in application design discussions
Development tasks	<ul style="list-style-type: none"> • Develop code to satisfy the scrum team's definition of done • Identify and raise impediments to stakeholders as early as possible in the sprint cycle • Observe the development team's established methods, coding standards and quality procedures • Complete unit testing • Perform peer code reviews • Participate in Pair Programming • Participate in daily stand up meetings • Participate in refinement, review, retro and planning meetings • Participate in Test Plan discussions with testers • Contribute to application design discussions • Monitor and fix broken continuous integration builds • Perform test and production releases
Communication	<ul style="list-style-type: none"> • Demonstrate working solutions during sprint review sessions • Mentor junior developers • Ensure all risks and issues are escalated to the appropriate stakeholders • Communicate effectively with offshore teams • Work in globally distributed teams
Preparing and maintaining documentation	<ul style="list-style-type: none"> • Identify and assist in the preparation of documentation required in each sprint • Ensure all changes are effectively communicated within the department