



POSITION DESCRIPTION

Position Title:	Web Developer / Senior Application Developer
Cluster / Business Unit / Division	Information Technology
Section or Unit:	Development & Analytics
Classification:	Band 5/6 Linked Role
Job Family:	ICT & Digital Solutions
Position Description Number:	PD-1176
Work Contract Type:	Professional
STEMM/NON-STEMM:	STEMM

POSITION PURPOSE

Provide technical capability, project leadership and expertise for delivery and support of key IT projects, analytics and initiatives while contributing to the overall technical capability required to promote and maintain best practices in the Development and Analytics Group.

ORGANISATIONAL ENVIRONMENT

ANSTO leverages great science to deliver big outcomes. We partner with scientists and engineers and apply new technologies to provide real-world benefits. Our work improves human health, saves lives, builds our industries, and protects the environment. ANSTO is the home of Australia's most significant landmark and national infrastructure for research. Thousands of scientists from industry and academia benefit from gaining access to state-of-the-art instruments every year.

The Information Technology (IT) division is responsible for the delivery of all information, operational and digital services across ANSTO supporting operations, commercial and research needs of the organisation. The division is responsible for Information Technology (IT) and Operational Technology (OT) service delivery, support, and the execution of large IT capital programs.

The Development & Analytics team is responsible for development standards, practice, maintenance, and delivery of a wide variety of solutions. As part of Development & Analytics, you will be high performing team player that embraces best practice to deliver positive outcomes to the greater organisation in a safe, secure, and sustainable manner.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

The key accountabilities for the Band 5 position include:

- Develop and implement low-code/pro-code web application that are secure, reliable and scalable
- Adopt new emerging development techniques and strategies that aligns with ANSTO objectives and requirements
- Undertake a range of activities in the software development life cycle using a range of tools, techniques, and programming languages to ensure business requirements are met
- Understand, align, and contribute expertise to organisation wide development standards, reviews, and best practice to ensure all development is maintainable, secure, intuitive, and reliable
- Undertake additional duties as required and during period of leave of other staff

In addition to performing all Band 5 key accountabilities, the key accountabilities for a Band 6 position include:

- Design and manage low-code/pro-code web application that are secure, reliable and scalable
- Maintain a professional approach to documentation, including but not limited to drafting initial functional specification documents, project documentation for ongoing reference once a project is completed and development of procedures and guidelines for QA purposes
- Research and maintain a high level of awareness of industry best practice, new and emerging technologies, and platforms to enhance ANSTO's standards, products, and accessibility
- Collaborate with team members, by discussing best practise approaches to future projects, engaging in constructive feedback on each other's work, and performing code reviews
- Act as client support, system support and contact point to business groups by responding promptly and professionally by identifying and resolving incidents, technical problems and service requests utilising skills and experience to ensure user productivity is maximised
- Ensure adherence to the ITIL service management model, to contribute to delivering services which are business orientated and meets the business group's requirements

Decision Making

- The position is responsible for the accuracy, integrity and quality of the content of advice and the service provided to customers and other stakeholders, and is required to ensure that decisions are based on sound evidence and with support of the team.
- The levels of authority delegated to this position are those approved and issued by the Chief Executive Officer. All delegations will be in line with the ANSTO Delegation Manual AS-1682 (as amended or replaced).

In addition to all Band 5 decision making, the Band 6 role includes these additional decision making requirements

- The position is fully accountable for the accuracy, integrity and quality of the content of advice and the service provided to customers and other stakeholders, and is required to ensure that decisions are based on sound evidence, but at times may be required to make effective judgements under pressure or in the absence of complete information or expert advice.
- Determine key work priorities within the context of agreed work plans and will consult with the Manager Applications Group on complex, sensitive and major issues that have a significant impact.

Key Challenges

- Gaining and maintaining technical knowledge across the range of applications, tools and techniques.
- Negotiating priorities and deadlines with multiple competing sources.
- Ensuring integration of systems and applications across site.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Application Development Team Leader	<ul style="list-style-type: none"> • Actively contribute to the direction and strategy relating to the application development practice and standards. • Provide expert and technical advice on all phases of implementation and testing. • Recommend and gain endorsement for improvement or development plans and goals and other initiatives
Work area team members	<ul style="list-style-type: none"> • Provide expert advice, technical and otherwise on a full range of technical matters • Collaborate and share information • Perform code reviews

ANSTO Clusters	<ul style="list-style-type: none"> Actively engage, consult regularly to collaborate on IT project development and delivery Provide expert advice and exchange information Collaborate on cross cluster/organisation projects
External	
Stakeholders/Vendors	<ul style="list-style-type: none"> Develop and manage effective relationships to collaborate on IT initiatives, projects and delivery Effectively exchange information with internal and external stakeholders and vendors

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Application Development Team Leader
Direct Reports	Nil
Indirect Reports	Nil

Special / Physical Requirements	
Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	May be required travel to ANSTO sites from time to time Very occasional travel both internationally and nationally
Physical:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Presentations/Public speaking
Radiation areas:	May be required to work in radiation areas under tightly regulated conditions Perform duties with and in an area where hazardous chemicals or materials are handled under tightly controlled safety conditions
Hours:	Willingness to work extended and varied hours based on operational requirements After hours work may be required for short and infrequent periods
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements May be required to obtain and maintain appropriate federal government clearance

Workplace Health & Safety	
Specific role/s as specified in AG-2362 of the ANSTO WHS Management System	All Workers

ORGANISATIONAL CHART

On file

KNOWLEDGE, SKILLS AND EXPERIENCE

Band 5 level

1. Certifications, degree or experience in software development related fields

2. Experience in or capability to learn CSS, JavaScript and other presentation languages or frameworks
3. Understanding of the cloud, web servers, browsers and associated protocols
4. Familiarity with code management practises and the use of GIT for use in source control, bug tracking and CI/CD.
5. Willingness to learn new technology including Microsoft 365 and Power Platform, adopt new strategies and contribute to the Development and Analytics process and strategy landscape.
6. Ability to communicate, understand and articulate complex concepts to both technical and non-technical stakeholders.

In addition to the required knowledge skills and experience above the Band 6 level will require:

1. Degree in Computer Science and equivalent experience in the Microsoft Cloud Platforms.
2. Demonstrated experience in developing solutions using SharePoint Online, Power Platform (Power Apps/Power Automate and Azure (Web Apps/Logic Apps/Azure Functions/APIM).
3. Demonstrated experience in solution design, building, testing, documenting, deploying and supporting web applications.
4. Experience with modern Agile software development methodologies and relevant toolset such as Azure DevOps
5. Experience working directly with business stakeholders to build, maintain and support web applications
6. Highly developed organisational skills with a commitment to meeting deadlines.

VERIFICATION

This section verifies that the line manager and appropriate senior manager/executive confirm that this is a true and accurate reflection of the position.

Line Manager		Delegated Authority	
Name:	James Park	Name:	Marianne Morton
Title:	Application Development Team Leader	Title:	Chief Information & Digital Officer
Signature:		Signature:	
Date:		Date:	

Web Developer/ Senior Application Developer Linked Role (PD-1176)

Band 5 to Band 6 Transition Checklist

Name:	
Commencement Date:	
Assessment Date:	

Note: Full written submission demonstrating and justifying how the employee meets the requirements must also be attached.

Requirements for transition	Met Criteria
Degree in Computer Science and equivalent experience in the Microsoft Cloud Platforms	<input type="checkbox"/> Yes <input type="checkbox"/> No
Demonstrated experience in developing solutions using SharePoint Online, Power Platform (Power Apps/Power Automate and Azure (Web Apps/Logic Apps/Azure Functions/API))	<input type="checkbox"/> Yes <input type="checkbox"/> No
Demonstrated experience in solution design, building, testing, documenting, deploying and supporting web applications.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Experience with modern Agile software development methodologies and relevant toolset such as Azure DevOps	<input type="checkbox"/> Yes <input type="checkbox"/> No
Experience working directly with business stakeholders to build, maintain and support web applications	<input type="checkbox"/> Yes <input type="checkbox"/> No
Highly developed organisational skills with a commitment to meeting deadlines	<input type="checkbox"/> Yes <input type="checkbox"/> No

Manager Recommendation:

I have reviewed the employee's competence in accordance with Linked Role PD-1176 and certify that the employee meets all requirements for transition and recommend transition from Band 5 to Band 6 be endorsed.

Manager Name:	
Signature:	
Date:	

General Manager Assessment

I have assessed the submission and confirm that the employee meets all requirements for transition from Band 5 to Band 6.

General Manager Name:	
Signature:	
Date:	