POSITION DESCRIPTION

Position Title:	Application Development Team Leader
Cluster / Business Unit / Division	Information Technology
Section or Unit:	Development & Analytics
Classification:	Band 7
Job Family:	ICT & Digital Solutions
Position Description Number:	PD-0467
Work Contract Type:	Professional
STEMM/NON-STEMM:	STEMM
STEMM CATEGORY:	Technology

POSITION PURPOSE

Provide project leadership and technical mentoring capability to the team whilst contributing to the overall direction and strategy required to maintain best practice in the Development & Analytics team. This position will be required to act in the capacity of Development & Analytics manager when required.

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.

Information Technology is dedicated to enhancing and maintaining ANSTO's digital facilities for operational reliability and providing a range of customer services to support ANSTO's research, business activities and projects. The IT Support unit is responsible for day to day IT service delivery, support and the execution of large capital projects.

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 in order to deliver positive outcomes to the greater organisation in a safe, secure and sustainable manner.

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities

- Provide leadership and mentoring capability to junior staff within Development & Analytics.
- Build and maintain-support a portfolio of applications and solutions (such as existing bespoke, legacy and COTS applications).
- Engage with new techniques and processes throughout industry and adapt techniques to create new solutions for ANSTO.
- Receive business requirements and where appropriate develop new solutions, guiding the team in implementing bespoke solutions for ANSTOs unique requirements.
- Review existing solutions available to ANSTO, and whether it is appropriate to buy off and off the shelf tool to meet business needs or take ownership of creating a new solution for the business – guiding the team in implementing a new solution.
- Develop new strategies and approaches to address new business problems and needs as they arise.
- Undertake a range of activities in the software development life cycle using a range of tools, techniques and programming languages to ensure customer requirements are met.

- Ensure application data integrity, availability, security and accessibility including the presentation and correlation of data in different formats.
- Engage project team members in the planning and completing of project activities and integrate those activities with other projects across site.
- Share information and actively participate in the IT wide project planning and activities as a team member.
- Motivate and enthuse others including the assessment and provision of constructive feedback on performance, as well as giving advice and guidance on ways of developing the skills, knowledge and experience of others.
- Build and maintain productive working relationships with all internal and external stakeholders to provide quality customer service, information, support and guidance in a professional, helpful and timely manner.
- Develop and maintain a thorough knowledge of best practice applications life-cycle methodology and to convert this knowledge into practical measures that can be adopted by ANSTO.
- Develop resource networks, and keep abreast of current issues that are likely to impact on function.
- Undertake additional duties as required and during periods of high work load or leave of other staff.

Decision Making

- 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 Development & Analytics manager on complex, sensitive and major issues that have a significant impact.

Key Challenges

- Managing a changing portfolio of applications.
- Being able to prioritise workloads and balance customer needs.
- Building and sustaining customer and vendor relationships over the long-term.
- Ensuring that regulatory driven applications are managed and maintained in accordance with regulators requirements.
- Working in a greenfield environment, with ever-changing developments in technology, plus evolving business requirements to meet.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Development & Analytics manager	- Actively contribute to the technical direction and strategy of Development & Analytics. - Provide expert and technical advice on all phases of IT projects from concept to completion - Recommend and gain endorsement for improvement or development plans and goals and other initiatives - Act in the role of Development & Analytics manager when required
Work area team members	Provide expert advice, technical and otherwise on a full range of matters

	Collaborate and share accountability
	• Negotiate and resolve conflicts
ANSTO Clusters	• 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	• Develop and manage effective relationships to collaborate on IT initiatives, projects and delivery
	• Effectively exchange information with external stakeholders and vendors

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Development & Analytics manager
Direct Reports	1 x Web Developer 1 x Senior Application Developer 1 x Web Developer/Senior Application Developer Contractors or Consultants as required
Indirect Reports	Nil

Financial Data (2020/2021)	
Staffing Budget	(Band 5 + Band 6 reports) approximately $350,000

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 <u>AG-2362</u> of the ANSTO WHS Management System	All Workers Officer (definitions found in appendix 1 of AG-2362) Other specialised roles identified within the guideline a position holder may be allocated to in the course of their duties

ORGANISATIONAL CHART

On file

KNOWLEDGE, SKILLS AND EXPERIENCE

1. Degree or higher in Computing Science or equivalent experience.
2. Demonstrated experience in web application development with a proven track record in successful solution delivery, including requirements gathering, review and stakeholder management.
3. Proven experience in a technical senior development role, including mentoring junior, mid and senior level application development staff.
4. Experience working in an Agile Scrum project delivery team (SCRUM Master, developers, business analysts) as a technical product owner.
5. Experience in improving and maturing development process and strategies, including testing, development pipeline and security.
6. Significant demonstrated experience with Microsoft 365 and SharePoint Online development. This should include development of intranet, applications, automations and associated integrations.
7. Experience working with web development frameworks/languages such as PHP, TypeScript, React, Next.js, Python, C#, .NET)
8. Significant demonstrated experience with Microsoft Power Platform (Power Apps, Power Automate, Dataverse) and Azure DevOps
9. Knowledge and experience with contemporary SDLCs, including AGILE and associated toolsets.
10. Superior written and verbal communication skills.
11. Willingness to learn new technology, adopt new strategies and contribute to the Development & Analytics process and strategy landscape.

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:	Adam Barry	Name:	Marianne Morton
Title:	Development & Analytics manager	Title:	Chief Information and Digital Officer
Signature:		Signature:	
Date:		Date:	