



Full Stack Developer

POSITION PROFILE

Division	Corporate Support	Status	Full Time
Unit	Information Management & Technology	Salary Grade	
Reports to	Digital Solutions and Security Team	Reviewed	

STRATEGIC INTENT

1. Increased confidence Levels

To ensure our community, employees and stakeholders believe in Council's ability to achieve its strategic outcomes, by ensuring that Council actively support creative solutions to customer problems, genuinely collaborating with customers, respecting what's important to customers by listening and evolving every day.

2. Improved sustainability

To ensure Council continues to deliver its strategic outcomes, by creating a future information architecture environment, so as to better support digital business (social, mobile, analytics, cloud, omni-channel and consumer driven technology).

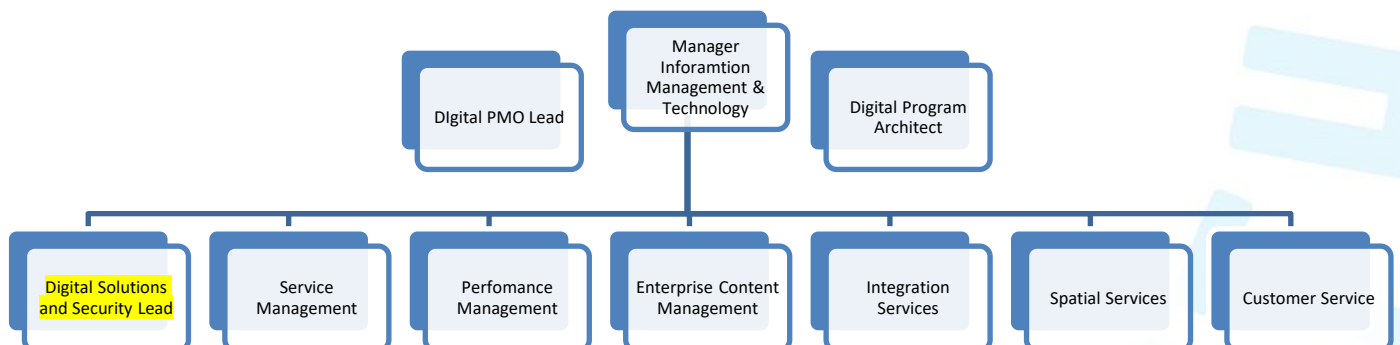
3. Business Intelligence Service

The service accountable for connecting facts, objects, people and processes of interest to Council, in such a way as to optimise situational awareness, performance and benefit.

POSITION PURPOSE

The Full-Stack Developer is responsible for both back-end and front-end development to develop existing systems and build solutions with modern computing languages and innovative design and user-centric layout with straightforward navigation to revamp the customers' experience

STRUCTURE



POSITION OUTCOMES AND ACCOUNTABILITIES

OUTCOME TO BE DELIVERED	PERFORMANCE STANDARD
<ul style="list-style-type: none"> Participate in the design and creation of scalable software. 	Drive innovation through analysing existing systems and build systems to a new coding framework. .
<ul style="list-style-type: none"> Design client-side and server-side architecture 	Proactively drive the best practises aligned with enterprise architectural guidelines.
<ul style="list-style-type: none"> Write clean, functional code on the front- and back-end. Test and fix bugs or other coding issues. Develop and manage well-functioning databases and applications. Write effective APIs. Test software to ensure responsiveness and efficiency. Troubleshoot, debug and upgrade software Create security and data protection settings 	Deliver functional code aligned to enterprise architectural principles.

SELECTION CRITERIA / SUCCESS PROFILE

Qualifications, Certificates or Licences	Essential	<ul style="list-style-type: none"> Bachelor Degree in Computer Science or Technology related disciplines. Proven experience with multiple back-end languages (e.g. C#, Java, Python) and JavaScript frameworks (e.g. Angular, React, Node.js) Familiarity with databases (e.g. MySQL, MongoDB), web servers (e.g. Apache) and UI/UX design.
	Desirable	<ul style="list-style-type: none"> A strong demonstrated experience of progressive experience developing software applications. Experience or desire to work within an Agile methodology using Jira.
Experience or skills	Essential	<ul style="list-style-type: none"> Proven experience developing cross-browser compatible sites with the responsive design including Web User Interface Design (UI), Security Principles, Object-Oriented Design, Web Services (REST/SOAP), Multimedia Content Development, API's. Developing cross-browser compatible sites with the responsive design. Comfortable working with debugging tools. Ability to understand CSS changes and their ramifications to ensure consistent style across platforms and browsers Ability to convert comprehensive layout and wireframes into working HTML pages Knowledge of how to interact with RESTful APIs and formats (JSON, XML) Proficient understanding of code versioning tools Understanding of PHP back-end development Exceptional communicator to the end-user Ability to articulate concepts and ideas to the business

	Desirable	<ul style="list-style-type: none"> ▪ Previous experience in web development, including themes and plugins. ▪ Experience administrating and developing Content Management Systems ▪ A passion for new and creative solutions utilizing different technologies, platforms, and languages ▪ Innovation mindset. ▪ Perpetual learner.
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CORE CAPABILITIES

Attributes	<ul style="list-style-type: none"> ▪ Decision making - Achieving desired outcomes by evaluating and identifying options, and involving others in decisions affecting them. ▪ Goals oriented - Works to achieve self-set goals, taking on challenging tasks when necessary in order to achieve them ▪ Critical thinking - Critically examine work and activities, considering alternative points of view and approaching an issue as it relates to different stakeholders. ▪ Communication skills - able to articulate complex and technical matters in simple terms. ▪ People skills - empowers others to think for themselves, able to approach and attempt to resolve disputes in a constructive way and able to provide positive and constructive feedback when necessary. ▪ Team focussed - Willing to be mentored, and to share skills, experience and knowledge via formal and informal collaboration with colleagues
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OUR VALUES

Behaviours	<ul style="list-style-type: none"> ▪ Collaborate – we are a united team. We work together to deliver great outcomes for our community. ▪ Achieve – We have a can-do attitude and deliver on our commitments. We pursue excellence and believe in making a positive contribution to our community. ▪ Respect – We communicate openly, act with integrity and are inclusive. ▪ Evolve – We look for opportunities and embrace change, championing new ideas, and celebrating solutions.
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CORPORATE OBLIGATIONS

Employees	No direct reports. Unit structure attached.
Delegations	Authority to operate within the Delegations attached to the position
Risk Management	Managing work practices to mitigate all identified risks, identifying and reporting additional risk and threats and assist in devising strategies to mitigate these risks.
Financial Management	Managing budgets and expenditure, undertaking relevant checks and applying rules, regulation, process and procedures in dealing with financial matters

Workplace Health and Safety	Comply and co-operate with WHS policies, procedures, instructions and safe systems of work.
Code of Conduct	All employees are responsible for adhering to Council's Code of Conduct and the policies and procedures that support it
Workplace Behaviour & EEO	All activities must comply with Council's Workplace Behavior Guidelines.
Enterprise Content Management	Comply with Council's Enterprise Content Management Determination and associated guidelines including creation of appropriate records in Council's records management system and proper custodianship of records to ensure against loss, removal or destruction
Continuous Improvement	Identify obsolete and inefficient practices and recommend changes where appropriate
Customer Focus	Championing an exceptional customer experience, and evaluating customer satisfaction in order to continually improve service delivery
Procurement	Activities are conducted in accordance with the Purchasing Policy and Procedures to provide transparency and cost effectiveness in procurement

SPECIFIC CONDITIONS OF EMPLOYMENT

- In accordance with Council's Core Enterprise Agreement covering salaried staff, as this employee will have access to high levels of council information it is necessary that they ensure confidentiality and strictly abide by council's Code of Conduct policy.
- May be required to work additional hours to ensure availability of Council systems as and when required.
- 35 hours per week, 19 day month flexi time arrangements.