

ROLE DESCRIPTION

Senior DevOps

Portfolio	Communities and Justice	
Department	Department of Communities and Justice	
Division/Branch/Unit	Courts, Tribunals & Service Delivery / Strategy, Reform and Support / Digital Portfolio Team	
Location	Parramatta	
Classification/Grade/Band	Clerk Grade 9/10	
Role Number	TBC	
OSCA Code	273332	
PCAT Code	1226492	
Date of Approval	5 May 2026	Ref: CATS 0283
Agency Website	www.dcj.nsw.gov.au	

Please see job notes and/or advertisement for more information on specific role qualification requirements and relevant experience.

Agency overview

The Department of Communities and Justice (DCJ) is the lead agency in the Communities and Justice Portfolio. Communities and Justice aims to achieve a safe, just, and inclusive New South Wales (NSW) by operating an effective legal system; increasing access to social and affordable housing; protecting children and families; addressing domestic and family violence; promoting public safety; reducing reoffending; and supporting community harmony and social cohesion.

DCJ works to enable everyone's right to access justice and help for families through early intervention and inclusion, with benefits for the whole community by providing services that are effective and responsive to community needs.

Primary purpose of the role

Lead the creation of large or complex cloud-based software applications that facilitate the achievement of business outcomes through the use of process and technology.

Key accountabilities

- Implement and manage cloud or virtual environments (e.g. AWS, Azure) using Infrastructure as Code tools (e.g. CloudFormation, Terraform) to ensure consistency and repeatability.
- Build, maintain, and automate continuous integration and continuous delivery pipelines to enable frequent, reliable releases.
- Develop automation scripts (e.g. Python, Bash) to eliminate manual processes across build, test, and deployment workflows.
- Integrate security practices early in the development lifecycle, including patching, compliance controls, and IAM management.

- Work hands-on with modern technologies and innovative delivery methodologies in a collaborative team environment.
- Contribute to a collaborative team culture that values individuality and shared outcomes

Key challenges

- Balance competing demands to ensure application development objectives are achieved
- Work across a range of different applications with different requirements and different stakeholders.

Key relationships

Who	Why
Internal	
Manager	• Escalate issues, keep informed, advise and receive instructions
Work team	• Inspire and motivate other team members • Guide, support, coach and mentor team members • Review the work of other team members • Support the lead developer/architect to contribute to achieving the team's business outcomes
Clients/customers	• Resolve and provide solutions to issues

Role dimensions

Decision making

The role refers to the Technical Lead/Manager for decisions that require significant change to project requirements, deliverables, costs and/or timeframe.

Reporting line

Technical Lead and Cloud Operations, Digital Portfolio Team

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

- Demonstrated experience of application development, support and maintenance in an AWS cloud environment.

- High level technical experience with one or more of the following: Docker, AWS Developer tools, Bitbucket, Jira, Confluence, #Slack.
- Fluent in at least one programming language (Preferred: Java)

Essential requirements

- Qualifications in Information Science/Technology, or experience relevant to the role and demonstrated continuing professional development.

Appointments are subject to reference checks. Some roles may also require the following checks/ clearances:

- National Criminal History Record Check in accordance with the Disability Inclusion Act 2014
- Working with Children Check clearance in accordance with the Child Protection (Working with Children) Act 2012

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into focus capabilities and complementary capabilities

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

FOCUS CAPABILITIES			
Capability group/sets	Capability name	Behavioural indicators	Level
 Relationships	Communicate Effectively Communicate clearly, pay attention to others and respond with understanding and respect.	• Tailor communication to suit the needs, backgrounds and perspectives of diverse audiences and address barriers to participation • Clearly explain complex ideas and arguments to individuals and groups • Create opportunities for others to contribute • Share information with other teams and business units to enable informed decision-making • Write clearly and concisely in a range of styles and formats	Adept

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 Relationships		• Use contemporary communication channels to share information, engage and interact with diverse audiences • Pay attention and encourage others to express their views	
	Work Collaboratively Collaborate with others and value their contribution	• Recognise when effective collaboration between teams leads to achieving outcomes • Communicate with others in your organisation and across government to improve information sharing and collaboration • Facilitate opportunities to collaborate with stakeholders to develop solutions together • Network widely across government and other organisations to increase opportunities to collaborate • Encourage others to use appropriate ways and tools to collaborate, including digital technology • Encourage diverse cultural perspectives in developing strong team relationships •	Advanced
 Results	Deliver Results Achieve results by using resources efficiently and committing to quality outcomes.	• Use your own and others' expertise to achieve outcomes, and take responsibility for delivering intended outcomes • Ensure staff understand expected goals and acknowledge staff success in achieving these • Identify the resources people need and ensure goals are achieved within budget and on time • Use business data to evaluate outcomes and inform continuous improvement • Identify priorities that need to change and ensure the way resources are allocated meets new business needs • Ensure you budget for and clearly state the financial impacts of new priorities	Adept

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 Results	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	• Undertake objective, critical analysis to reach accurate conclusions that recognise and manage contextual issues • Work through issues, weigh up alternatives and identify the most effective solutions in collaboration with others • Consider the wider business context when thinking about options to resolve issues • Explore a range of possibilities and creative alternatives to improve systems, processes and business practices • Put systems and processes in place that are supported by high-quality research and analysis • Look for opportunities to design innovative solutions to meet customers' needs and service demands • Evaluate the performance and effectiveness of services, policies and programs against clear criteria	Advanced
 Business enablers	Technology Understand and use available technology to maximise efficiencies and effectiveness	• Identify opportunities to collaborate using a range of technologies • Monitor compliance with policies for cyber security and acceptable technology use • Identify and evaluate how technology supports business strategies and objectives, raising concerns where outputs may be inappropriate • Monitor compliance with your organisation's records, information and knowledge management requirements • Check that outputs from systems and digital tools support objectives and meet expected standards	Adept

FOCUS OCCUPATION SPECIFIC CAPABILITIES

Capability name	Capability Set	Level
Capability description		
 Development & Implementation, Systems Development, Programming/software development	• Takes technical responsibility across all stages and iterations of software development. • Plans and drives software construction activities. Adopts and adapts appropriate software development methods, tools and techniques selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches. • Measures and monitors applications of project/team standards for software construction including software security. • Contributes to the development of organisational policies, standards, and guidelines for software development.	Level 5 – PROG

	Development and Implementation, Systems Development, Systems Design	• Selects, adopts and adapts appropriate software design methods, tools and techniques; selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches. • Specifies and designs large or complex software components. Undertakes impact analysis on major design options, makes recommendations and assesses and manages associated risks. • Specifies prototypes/simulations to enable informed decision making. • Evaluates the quality of others' systems designs to ensure adherence to standards and identifies corrective action, if needed. • Ensures that the system design balances functional, quality, security and systems management requirements. • Contributes to development of organisational software design and architecture policies and standards.	Level 5 - DESN
	Change and Transformation, Business Change Management, Requirements Definition and Management	• Plans and drives scoping, requirements definition and prioritisation activities for large, complex initiatives. • Selects, adopts and adapts appropriate requirements definition and management methods, tools and techniques selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches. • Obtains input from, and formal agreement to, requirements from a diverse range of stakeholders. • Negotiates with stakeholders to manage competing priorities and conflicts. • Establishes requirements baselines. • Ensures changes to requirements are investigated and managed. • Contributes to the development of organisational methods and standards.	Level 5 - REQM

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identify performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes, however, may be relevant for future career development.

COMPLEMENTARY CAPABILITIES			
Capability Group/Sets	Capability Name	Description	Level
 Personal attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Adept
	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate
	Manage Self	Be persistent, self-reflect and commit to learning	Adept
	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
 Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
 Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Adept
	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Intermediate
 Business enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Intermediate
	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Intermediate
	Project Management	Understand and use effective ways to plan, coordinate and control projects	Adept

COMPLEMENTARY OCCUPATION SPECIFIC CAPABILITIES

Capability Group/Sets	Capability Name	Description	Level
	Development and Implementation, Systems Development, Testing	The planning, design, management, execution and reporting of tests, using appropriate testing tools and techniques and conforming to agreed process standards and industry specific regulations. The purpose of testing is to ensure that new and amended systems, configurations, packages, or services, together with any interfaces, perform as specified (including security requirements) , and that the risks associated with deployment are adequately understood and documented. Testing includes the process of engineering, using and maintaining testware (test cases, test scripts, test reports, test plans, etc) to measure and improve the quality of the software being tested.	Level 5 - TEST