

ROLE DESCRIPTION

Application Developer

Cluster	Stronger Communities	
Department	Department of Communities and Justice	
Division/Branch/Unit	Courts, Tribunals & Service Delivery / Strategy, Reform and Support / Digital Portfolio Team	
Location	Sydney	
Classification/Grade/Band	Clerk Grade 7/8	
Role Number	51005656	
ANZSCO Code	261313	
PCAT Code	1226891	
Date of Approval	23 August 2019	Ref: CATS 0091
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 under the Stronger Communities Cluster. 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. Stronger Communities is focussed on achieving safe, just, inclusive and resilient communities by providing services that are effective and responsive to community needs. For the first time, the creation of DCJ and Stronger Communities provides an opportunity to focus on prevention and early intervention across both the social welfare and justice systems.

Primary purpose of the role

Contribute to the development and configuration of cloud-based software applications that facilitate the achievement of business outcomes and improve business efficiencies and processes through leveraging technology.

Key accountabilities

- Prepare specialised code as required by the product definition to enable application development.
- Write quality code to build REST services using Spring boot.
- Complete testing and gather feedback to improve the quality and reduce operational risk of the developed application.
- Undertake post-release activities to develop a base of knowledge to be incorporated in future build and release cycles.
- Assist with JusticeLink configuration analysis and implementation using XML.

- Provide 3rd level application support, configuration, and problem resolution to minimise the impact of application related service outages

Key challenges

- Balance competing demands to ensure project 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	▪ Participate in meetings to obtain the work group perspective and share information ▪ Work collaboratively to contribute to achieving the team's business outcomes
Clients/customers	▪ Resolve and provide solutions to issues

Role dimensions

Decision making

Refers to Technical Lead/Manager for decisions that require change to project requirements, deliverables, cost, or timeframe.

Reporting line

Technical Lead, Digital Portfolio Team

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

- Demonstrated experience of application development, support and maintenance in a cloud environment.
- Experience with one or more of the following: Docker, AWS Developer tools, Bitbucket, Jira, Confluence.
- Extensive experience in Java development (Java 8+ desirable), Spring boot, Hibernate.
- Demonstrated hands on experience in developing applications using React, Angular and Node JS.
- Experience in using AWS developer tools for application development and deployment, Bitbucket and Bamboo for build and deployment.
- Ability to write SQL queries (MySQL and Oracle)
- Working experience in MuleSoft Anypoint platform and MuleSoft API development.

Essential requirements

- Qualifications in Information Science/Technology or experience relevant to the role and demonstrated continuing professional development.
- Fluent in at least one programming language (Preferred: Java).

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
 Personal Attributes	Manage Self Show drive and motivation, an ability to self-reflect and a commitment to learning	• Adapt existing skills to new situations • Show commitment to achieving work goals • Show awareness of own strengths and areas for growth, and develop and apply new skills • Seek feedback from colleagues and stakeholders • Stay motivated when tasks become difficult	Intermediate
 Relationships	Work Collaboratively Collaborate with others and value their contribution	• Build a supportive and cooperative team environment • Share information and learning across teams • Acknowledge outcomes that were achieved by effective collaboration • Engage other teams and units to share information and jointly solve issues and problems • Support others in challenging situations • Use collaboration tools, including digital technologies, to work with others	Intermediate

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	• Research and apply critical- thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence • Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience • Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience • Seek contributions and ideas from people with diverse backgrounds and experience • Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness	Adept
	 Business Enablers	Technology Understand and use available technologies to maximise efficiencies and effectiveness	• Identify opportunities to use a broad range of technologies to collaborate • Monitor compliance with cyber security and the use of technology policies • Identify ways to maximise the value of available technology to achieve business strategies and outcomes • Monitor compliance with the organisation's records, information and knowledge management requirements

This role also utilises an occupation specific capability set which contains information from the Skills Framework for the Information Age (SFIA). The capability set is available at <http://www.psc.nsw.gov.au/workforce-management/capability-framework/access-the-capability-framework/occupation-specific/occupation-specific>

Focus Occupation Specific Capabilities

	Capability name	Capability Set	Level
	Capability description		
	Development & Implementation, Systems Development, Systems Design The design of systems to meet specified requirements, compatible	• Designs components using appropriate modelling techniques following agreed architectures, design standards, patterns and methodology.	Level 4 – DESN

	with agreed systems architectures, adhering to corporate standards and within constraints of performance and feasibility. The identification of concepts and their translation into a design which forms the basis for systems construction and verification. The design or selection of components. The development of a complete set of detailed models, properties, and/or characteristics described in a form suitable for implementation. The adoption and adaptation of systems design lifecycle models based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.	• Identifies and evaluates alternative design options and trade-offs. • Creates multiple design views to address the concerns of the different stakeholders of the architecture and to handle both functional and non-functional requirements. • Models, simulates or prototypes the behaviour of proposed systems components to enable approval by stakeholders. • Produces detailed design specification to form the basis for construction of systems. • Reviews, verifies and improves own designs against specifications.
	Change and Transformation, Business Change Management, Requirements Definition and Management The elicitation, analysis, specification and validation of requirements and constraints to a level that enables effective development and operations of new or changed software, systems, processes, products and services. The management of requirements throughout the whole of the delivery and operational life cycle of the software, system, processes, products or services. The negotiation of trade-offs that are both acceptable to key stakeholders and within budgetary, technical, regulatory, and other constraints. The adoption and adaptation of requirements management lifecycle models based on the context of the work and selecting appropriately from plan-driven/predictive approaches or more adaptive (iterative and agile) approaches.	• Contributes to selection of the requirements approach for projects, selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches. • Defines and manages scoping, requirements definition and prioritisation activities for initiatives of medium size and complexity. • Facilitates input from stakeholders, provides constructive challenge and enables effective prioritisation of requirements. Reviews requirements for errors and omissions. • Establishes the requirements base-lines, obtains formal agreement to requirements, and ensures traceability to source. • Investigates, manages, and applies authorised requests for changes to base-lined requirements, in line with change management policy. Level 4 - REQM

NSW Government employees can access the ICT set through the [Skills Framework for the Information Age](#) Foundation website by registering as a corporate user via their NSW Government email address.

Complementary capabilities

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

Note: capabilities listed as 'not essential' for this role is 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	Intermediate
	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Foundational
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Foundational
 Relationships	Communicate Effectively	Communicate clearly, actively listen to others, and respond with understanding and respect	Intermediate
	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Intermediate
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Foundational
 Results	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Intermediate
	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Intermediate
	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Intermediate

COMPLEMENTARY CAPABILITIES

Capability Group/Sets	Capability Name	Description	Level
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational
	Project Management	Understand and apply effective project planning, coordination and control methods	Intermediate