

# Senior Developer – Information Systems and Technology

## About MSD

### Our purpose

Manaaki tangata, Manaaki whānau

We help New Zealanders to be safe, strong, and independent.

### Our commitment to Māori

As a Te Tiriti o Waitangi partner we are committed to supporting and enabling Māori, whānau, hapū, Iwi and communities to realise their own potential and aspirations.

### Our strategic direction

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| Mana manaakiA positive experience every time | KotahitangaPartnering for greater impact | Kia takatū tatouSupporting long-term social and economic development |

### Our Values

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| --- | --- | --- | --- |
| ManaakiWe care about the wellbeing of people | WhānauWe are inclusive and build belonging | Mahi tahiWe work together, making a difference for communities | Tika me te ponoWe do the right thing, with integrity |
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### Working in public service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āianei, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi.  We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work potential and aspirations.

### The outcomes we want to achieve

* New Zealanders get the support they require
* New Zealanders are resilient and live in inclusive and supportive communities
* New Zealanders participate positively in society and reach their potential

### We carry out a range of responsibilities and functions including

* Employment, income support and superannuation
* Community partnerships, programmes, and campaigns
* Advocacy for seniors, disabled people, and youth
* Public housing assistance and emergency housing
* Resolving claims of abuse and neglect in state care
* Student allowances and loans

### He Whakataukī\*

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| --- | --- |
| Unuhia te rito o te harakeke | If you remove the central shoot of the flaxbush |
| Kei hea te kōmako e kō? | Where will the bellbird find rest? |
| Whakatairangitia, rere ki uta, rere ki tai; | Will it fly inland, fly out to sea, or fly aimlessly; |
| Ui mai ki ahau, | If you were to ask me, |
| He aha te mea nui o te ao? | What is the most important thing in the world? |
| Māku e kī atu, | I will tell you, |
| He tangata, he tangata, he tangata\* | It is people, it is people, it is people |

\*We would like to acknowledge Te Rūnanga Nui o Te Aupōuri Trust for their permission to use this whakataukī.

## Position Detail

### Overview of position

The Senior Developer provides software development within a highly integrated environment. They work with a range of business and technical teams to design, build and deploy software. They work on legacy and contemporary software throughout the entire development lifecycle. They ensure work is within established practices and protocols in an enterprise environment. They may lead more substantial pieces of work and mentor less experienced members of the development team.

### Location

National Office, Wellington or Auckland

### Reports to

Technology People Leader

## Key responsibilities

### Required skills

Programming/software development (PROG) Level 4

Developing software components to deliver value to stakeholders.

* Designs, codes, verifies, tests, documents, amends and refactors complex programs/scripts and integration software services.
* Contributes to the selection of the software development methods, tools and techniques.
* Applies agreed standards and tools to achieve well-engineered outcomes.
* Participates in reviews of own work and leads reviews of colleagues' work.

Software design (SWDN) Level 4

Specifying and designing software to meet defined requirements by following agreed design standards and principles.

* Designs complex software applications, components and modules.
* Uses appropriate modelling techniques following agreed software design standards, guidelines, patterns and methodology.
* Creates and communicates multiple design views to balance stakeholders' concerns and to satisfy functional and non-functional requirements.
* Identifies, evaluates and recommends alternative design options and trade-offs.
* Models, simulates or prototypes the behaviour of proposed software to enable approval by stakeholders, and effective construction of the software.
* Verifies software design by constructing and applying appropriate methods.
* Reviews, verifies and improves own designs against specifications. Leads reviews of others’ designs.

Systems design (DESN) Level 4

Designing systems to meet specified requirements and agreed systems architectures.

* Designs system components using appropriate modelling techniques following agreed architectures, design standards, patterns and methodology.
* Identifies and evaluates alternative design options and trade-offs.
* Creates multiple design views to address the concerns of the different stakeholders and to handle functional and non-functional requirements.
* Models, simulates or prototypes the behaviour of proposed system components to enable approval by stakeholders.
* Produces detailed design specifications to form the basis for the construction of systems.
* Reviews, verifies and improves own designs against specifications.

Methods and tools (METL) Level 4

Ensuring methods and tools are adopted and used effectively throughout the organisation.

* Provides advice and guidance to support the adoption of methods and tools and adherence to policies and standards.
* Tailors processes in line with agreed standards and evaluation of methods and tools.
* Reviews and improves usage and application of methods and tools.

Application support (ASUP) Level 3

Delivering management, technical and administrative services to support and maintain live applications.

* Follows agreed procedures to identify and resolve issues with applications.
* Uses application management software and tools to collect agreed performance statistics.
* Carries out agreed applications maintenance tasks.

Problem management (PBMG) Level 3

Managing the life cycle of all problems that have occurred or could occur in delivering a service.

* Investigates problems in systems, processes and services.
* Assists with the implementation of agreed remedies and preventative measures.

### Desirable skills

Software configuration (PORT) Level 4

Designing and deploying software product configurations into software environments or platforms.

* Designs, verifies, documents, amends and refactors complex software configurations for deployment.
* Contributes to the selection of the software configuration methods, tools and techniques.
* Applies agreed standards and tools, to achieve well-engineered outcomes.
* Participates in reviews of own work and leads reviews of colleagues' work.

User experience evaluation (USEV) Level 3

Validating systems, products or services against user experience goals, metrics and targets.

* Evaluates design options and prototypes to obtain user feedback on requirements of developing systems, products, services or devices.
* Tests the usability and accessibility of components and alternative designs.
* Administers a range of evaluations, recording data and feedback.
* Analyses evaluation data and recommends actions. Identifies areas for future user research.
* Checks systems, products, services or devices for adherence to applicable standards, guidelines, style guides, and legislation.
* Evaluates the usability of existing or competitor systems to provide benchmark values and as input to design.
* Assists in the collection of feedback on prototypes and designs from users and others.

Data modelling and design (DTAN) Level 3

Developing models and diagrams to represent and communicate data requirements and data assets.

* Applies standard data modelling and design techniques based upon a detailed understanding of requirements.
* Establishes, modifies and maintains data structures and associated components.
* Communicates the details of data structures and associated components to others using the data structures and associated components.

### Levels of responsibility

Autonomy – Level 4

* Works under general direction within a clear framework of accountability.
* Exercises substantial personal responsibility and autonomy.
* Uses substantial discretion in identifying and responding to complex issues and assignments as they relate to the deliverable/scope of work.
* Escalates when issues fall outside their framework of accountability. Plans, schedules and monitors work to meet given objectives and processes to time and quality targets.

Influence – Level 4

* Influences customers, suppliers and partners at account level.
* Makes decisions which influence the success of projects and team objectives.
* May have some responsibility for the work of others and for the allocation of resources.
* Engages with and contributes to the work of cross-functional teams to ensure that customers and user needs are being met throughout the deliverable/scope of work.
* Facilitates collaboration between stakeholders who share common objectives.
* Participates in external activities related to own specialism.

Complexity – Level 4

* Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues.
* Applies, facilitates and develops creative thinking concepts or finds innovative ways to approach a deliverable.

Business skills – Level 4

* Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences when engaging with colleagues, users/customers, suppliers and partners.
* Selects appropriately from, and assesses the impact of change to applicable standards, methods, tools, applications and processes relevant to own specialism.
* Demonstrates an awareness of risk and takes an analytical approach to work.
* Maximises the capabilities of applications for their role and evaluates and supports the use of new technologies and digital tools.
* Contributes specialist expertise to requirements definition in support of proposals.
* Shares knowledge and experience in own specialism to help others.
* Learning and professional development — maintains an awareness of developing practices and their application and takes responsibility for driving own development. Takes the initiative in identifying and negotiating their own and supporting team members' appropriate development opportunities. Contributes to the development of others.
* Security, privacy and ethics — fully understands the importance and application to own work and the operation of the organisation. Engages or works with specialists as necessary.

Knowledge – Level 4

* Has sound generic, domain and specialist knowledge necessary to perform effectively in the organisation typically gained from recognised bodies of knowledge and organisational information.
* Has an appreciation of the wider business context.
* Demonstrates effective application and the ability to impart knowledge found in industry bodies of knowledge.
* Absorbs new information and applies it effectively.

### Embedding Te Ao Māori

* Embedding Te Ao Māori (te reo Māori, tikanga, kawa, Te Tiriti o Waitangi) into the way we do things at MSD.
* Building more experience, knowledge, skills and capabilities to confidently engage with whānau, hapū and iwi.

### Health, Safety and Security

* Understand and implement your Health, Safety and Security (HSS) accountabilities as outlined in the HSS Accountability Framework.
* Ensure you understand, follow and implement all Health, Safety and Security and wellbeing policies and procedures.

### Emergency Management and Business Continuity

* Remain familiar with the relevant provisions of the Emergency Management and Business Continuity Plans that impact your business group/team.
* Participate in periodic training, reviews and tests of the established Business Continuity Plans and operating procedures.

### Know-how

* Tertiary qualification in Computer Science or Information Technology (or equivalent professional experience)
* Understanding of enterprise level software development practices (large complex environment), including the use of source control repositories, leading peer review practices, and change/release processes
* Knowledge of contemporary software development methods and best practice processes for the appropriate platforms
* Understanding of technology solutions within complex business environments
* Capability using current business systems modelling tools
* Familiar with working in an Agile / Scaled Agile work environment
* Familiar with DevOps practices and iterative development
* Domain expertise relevant to the specific team environment
* Expertise in using one or more programming languages
* Appreciation of automated testing and working with continuous integration / continuous deployment

### Key relationships

Internal

* Development Practice
* Business Stakeholders
* Testers and Technical Business Analysts
* Other IST and Ministry Staff

External

* Vendors

### Other

Delegations

* Financial – No
* Human Resources – No

Direct reports

* No

Security clearance

* No

Children’s worker

* Not a children’s worker

Travel

* Limited adhoc travel may be required