POSITION DESCRIPTION

Senior Software Developer

EFT:	Full time, Permanent based in QLD (we are a flexible work place and part-time will be considered)
Portfolio:	Technical Services/Development Team (QLD)
Reports to:	Software Design & Development Manager (QLD)

About Infoxchange

Infoxchange is a not-for-profit social enterprise that has delivered technology for social justice for 30 years. With over 130 staff across Australia and New Zealand we tackle the biggest social challenges through the smart and creative use of technology.

We work with community, government and corporate partners to solve family violence, homelessness, mental health and issues facing people with disabilities, the elderly, Aboriginal, Torres Strait Islander, Maori and Pasifika communities.

Our products and services are used by 8,800 organisations across the community sector. We provide the right tools to improve efficiency and deliver greater impact – from nation-wide case management and service coordination systems to IT services and advice for individual organisations.

Our community programs focus on digital inclusion – using technology to improve the lives of people experiencing disadvantage, driving social inclusion and creating stronger communities. We believe no-one should be left behind in today's digital world.

In November 2018, Infoxchange joined forces with Connecting Up to create Australia and New Zealand's leading not-for-profit dedicated to using technology to improve the lives of people experiencing disadvantage and the organisations that support them.

The integration brings together 150 staff members working to support more than 30,000 not-for-profits and over 2 million people in need each year across Australia and New Zealand.

Connecting Up has become a subsidiary of Infoxchange and will continue to trade as TechSoup New Zealand to serve the not-for-profit sector in New Zealand.

About the role

The development team is responsible for the design, development, testing, maintenance, and optimisation of Infoxchange's multiple customer-facing and internal products. Our team is evolving rapidly and creating several new applications that employ the latest technologies.

You will be responsible for delivering new and updated features in multiple frontend and backend applications through well-tested and clean code. You will advocate for high-quality and intuitive user interfaces that integrates accessibility features as a core requirement.

We are an inclusive development team that uses lightweight Agile processes to contribute to our codebases. We use issue tracking software to collaborate, review each other's code, and deliver to multiple environments via automated CI builds. We believe in automation over repetition and aim to make our code modular and reusable.

We have a passion for building high quality products within an empowering culture and making a positive contribution to society using technology.

Key working relationships

Internal

» Manager - Software Design and Development (QLD)

» Software Design and Development team (QLD)

» QA / Test team

» Business team (Application consultants, Project managers, Program managers)

» Product Team / Product Owner

External

» Customers of Infoxchange

» Partners of Infoxchange

Key duties and responsibilities

» Collaborate and coordinate development projects and tasks with other team members (incl. members of the Product, QA, and Systems teams) to design solutions for complex problems.

» Maintaining existing products and related web services, including bug fixes and feature enhancements.

» Lead the implementation of major features.

» Build efficient and reusable code/components.

» Develop necessary project and application documentation.

» Demonstrate rigour with design decisions, code reviews, and code quality aligned to Infoxchange's standards.

» Identify and address performance bottlenecks.

» Optimise applications for maximum reliability and scalability.

» Identify opportunities for innovation in Infoxchange's suite of products and services.

» Provide technical mentoring and guidance to less experienced team members.

» Help to identify and communicate best practices and methodologies for both frontend and backend development.

» Uphold and advocate for the values, beliefs, and principles as outlined in the *Technical Services Team Manifesto*

Key selection criteria

Technical

1. Experience working on scalable and distributed applications
2. Advanced knowledge of web development fundamentals: HTML, CSS, JSON, DOM, XML
3. Advanced coding proficiency in two or more of our programming languages: PHP (Laravel), Python, JavaScript (both with vanilla and frameworks such as ReactJS)
4. Experience with automated testing strategies
5. Understanding of and experience with build tools: Docker, Yarn, Webpack, Gulp, npm
6. Understanding of APIs (REST, SOAP), including building scalable and high-performance web APIs
7. Understanding of software development concepts and techniques such as object-oriented design, ORM, data structure stores, and SOA/micro-services/right-sized services,
8. Understanding of a DevOps ecosystem, including relevant tooling, Continuous Integration/Delivery, and Infrastructure as Code
9. Exposure to cloud-based services in AWS, Google Cloud, or Azure

Behavioural

10. Teamwork: collaborative, supportive, helpful, and celebrate the achievements of others
11. Interpersonal skills: ability to build rapport with others, resolve conflict, be empathetic and sensitive to the needs of others
12. Ability to motivate, empower, and teach others
13. Passionate about solving complex problems
14. Able to manage both technical and non-technical stakeholders
15. Strong written and verbal (including presentation) communication skills

Employment conditions

» Working business hours and flexibly as required
» Interstate travel as required
» Person must agree to a police history check