



<b>Position Title</b>	<b>Netsuite Developer</b>
<b>Position Location</b>	Level 1, 250 Ingles Street, Port Melbourne
<b>Accountable To</b>	Information Systems Manager
<b>Positions Supervised</b>	Nil
<b>Remuneration</b>	Base \$, Plus Superannuation
<b>Hours of Work</b>	Notional 38 hours per week plus any additional hours.
<b>Physical Requirements</b>	Primarily administrative duties (extended periods at desk/computer/ phone)
<b>Position Context</b>	Position is to wholly focus on deliverables for key Wengfu ERP projects, changes and issues By the quality delivery of click and configure and code solutions to affect positive business change.
<b>Position Purpose</b>	Facilitate output of ERP developments based on Functional Documentation with respect to Netsuite and current customisations within Wengfu's ERP environment.
<b>Directions and Guidance</b>	The role will be carried out in accordance with Wengfu Australia's policies and procedures, relevant legislation and regulations.
<b>Key Responsibilities and Accountabilities</b>	<ol style="list-style-type: none"><li><b>Netsuite Deliverables combining or exclusively</b><ul style="list-style-type: none"><li>Object oriented JavaScript</li><li>Debugging &amp; Troubleshooting applications</li><li>Source Code Control (Git)</li><li>Suite Scripts</li><li>Suite Flow</li><li>SuiteTalk</li><li>HTML, CSS and Freemarker</li><li>Saved Search and Report writing</li></ul></li><li><b>Reporting</b><ul style="list-style-type: none"><li>Technical level solution documentation for roll-up roll-back processes on project deliverables</li><li>User level documentation on project/process functionality</li><li>Weekly update on status of current status/requirements and deliverables to manager</li></ul></li><li><b>Communication</b><ul style="list-style-type: none"><li>Stakeholder confirmation on requirements, changes and feasibility -face to face or via digital correspondence.</li><li>Prepare meeting and training materials per Business Systems requirements and standards</li></ul></li></ol>



	<p><b>4. Plan, review and manage change configurations and customisation requests</b></p> <ul style="list-style-type: none"> <li>• Provide clear and articulate documentation for all phases of the implementation</li> <li>• Carry out Peer Unit testing and confirmation</li> <li>• Guide and support with UAT testing</li> <li>• Train staff on the use of implemented changes</li> </ul> <p><b><u>Additional Accountabilities</u></b></p> <ul style="list-style-type: none"> <li>• Work with Wengfu's integrations with Netsuite (primarily but not limited to : Customer Booking Portal, Salesforce, Phocas – BI tool)</li> <li>• Maintain effective working relationship with staff and participate in team and company activities</li> <li>• Ensure statistical records and accountability information is prepared and forwarded in a timely manner</li> <li>• Understand budget parameters and where possible present strategies for improvement</li> <li>• Be conversant with systems and technology related to the position</li> <li>• Act in accordance of the company's Delegation Policy and Code of Conduct.</li> </ul>
<b>WFA's Values:</b>	<p><b>Our Values:</b></p> <ul style="list-style-type: none"> <li>• Trust – the ability to build trust in all interactions</li> <li>• People - to value people and their contributions to the business;</li> <li>• Team Player – achieving more together than on one's own</li> </ul> <p>Underpinning our values are core behaviours that drive how we work to achieve our goals: professionally; ethically; with integrity; honesty; and motivation.</p> <p>Through these behaviours, our people develop and foster relationships both within and outside of the company. We employ people with strong leadership potential, well-developed management skills and expertise to focus on and drive the business to achieve our goals.</p>
<b>Key Competencies</b>	<ul style="list-style-type: none"> <li>• <b>Safety &amp; Wellbeing</b> – <i>commitment to the safety and wellbeing of our people and those we interact with.</i> Everyone is responsible for ensuring a safe workplace and to report hazard and safety issues in a timely manner. Wellbeing strategies to strengthen our people's resilience, engagement and performance are underpinned by the SafetyCircle philosophy.</li> <li>• <b>Team</b> – <i>the ability to come together to achieve common goals.</i> Our people contribute positively to team and broader company goals. WFA managers foster a culture of teamwork and collaborative practice within their portfolio area and across the company.</li> <li>• <b>Lead</b> – <i>the ability to lead.</i> Our people actively seek personal growth, model and put into practice WFA's values, and display resilience and adaptability. WFA managers drive our vision, lead by example and create a positive culture of safety, learning, innovation and solution focused. Leaders will mentor and coach teams, supporting each person to reach their potential.</li> <li>• <b>Manage</b> – <i>the ability to direct, control or be in charge of; to exercise control of employees, projects, and work tasks.</i> Our people manage their work tasks as agreed with their line manager. WFA managers plan, lead, organise and control work and time allocations to achieve and exceed performance expectations. Managers build organisational capacity and inspire individual and team commitment in pursuit of results.</li> <li>• <b>Change and Innovation</b> – <i>ability to adapt to and work effectively within a variety of changing situations.</i> Our people support and drive change to achieve our goals by generating creative solutions and continuously improving systems and processes.</li> </ul>



	<p>WFA managers proactively lead change and create a culture of empowerment and innovation.</p> <ul style="list-style-type: none"><li>• <b>Customer Orientation</b> – <i>places customer satisfaction at the core of each of its business decision.</i> Our people proactively develop enduring customer relationships be they internal and/or external. Our people listen and work to understand each client's needs and provide optimal solutions to issues. WFA managers foster a culture that enables customer orientation to be at the centre of their team's work and provide tools and resources to enable this.</li><li>• <b>Analysis/Problem Solving</b> - <i>ability to solve practical problems and deal with a variety of variables in situations where only limited information exists.</i> Our people demonstrate the ability to problem solve by: systematically gathering relevant information; consider a broad range of issues or factors; grasp complexities; perceive relationships and detect cause-effect relationships among problems in high pressure environments; uses logic in analyses; take into consideration other factual information; makes decisions in a timely manner. Our people also demonstrate the ability to interpret a variety of instructions furnished in detailed and complicated written, oral, diagram or schedule form. WFA managers strategically analyse issues and develop responses to internal and external factors to ensure company goals are achieved.</li><li>• <b>Communication</b> - <i>ability to gather and receive information, assimilate ideas and convey information to others in a clear, concise manner.</i> Our people keep his/her manager informed about work progress and any problems. WFA managers ensure that information is regular, consistent and shared with team members and others as appropriate. Effective oral communication is demonstrated through articulate and clear messages, tailored to the relevant audience. Written communication is demonstrated through clear and concise writing, organised for the relevant audience. Communication, be it oral or written, is expected to be appropriate at all times. We adjust language or terminology to the characteristics and needs of the audience. Our people will prepare and deliver clear and smooth presentations.</li><li>• <b>Interpersonal Skills</b> – <i>skills used every day to communicate and relate to others, both superiors and subordinates.</i> Our people will demonstrate strong interpersonal skills by balancing verbal and non-verbal communication skills, including listening, questioning and activating one's emotional intelligence. They will use appropriate methods of networking and sharing to gain cooperation, assistance and information from others.</li><li>• <b>Attention to Detail</b> - <i>achieve thoroughness, quality and accuracy when accomplishing a task through concern for all the areas involved.</i> Our people accomplish tasks by accurately checking processes and tasks; maintain attention to details over a period of time.</li><li>• <b>Flexibility</b> – <i>willingness to change or compromise.</i> Our people handle day-to-day work and challenges confidently; are willing and able to meet multiple demands, shifting priorities, ambiguity, and rapid change; show resilience and are able to adjust effectively to work in the face of constraints, frustrations, or adversity; modifies behaviour in order to reach a goal; demonstrates flexibility</li></ul>
Qualifications and Memberships	<ul style="list-style-type: none"><li>• Tertiary qualification in Information Systems or equivalent</li><li>• Netsuite Foundations</li></ul>



<b>Selection Criteria:</b>	<p>Need to have:</p> <ul style="list-style-type: none"><li>• NetSuite customisation and configuration experience (min 4 years' experience)</li><li>• Object oriented JavaScript (6 years' experience)</li><li>• Debugging &amp; Troubleshooting applications - Mandatory</li><li>• Source Code Control (Git/TFS) - Mandatory</li><li>• DBMS experience - Mandatory</li><li>• Suite Scripts – (min 4 years' experience)</li><li>• Suite Flow – (min 1 years' experience)</li><li>• SuiteTalk &amp; Integration experience– (min 2 years' experience)</li><li>• HTML &amp; CSS – (min 3 years' experience)</li><li>• Saved Search and Report writing</li><li>• Project management / change management experience</li><li>• Experience in writing process flows and reports for diverse audiences</li><li>• Strong verbal and written communication, interpersonal skills and presentation skills</li><li>• Capable to exercise initiative, innovate processes and ways of working</li></ul> <p>Nice to have:</p> <ul style="list-style-type: none"><li>• Exposure to Salesforce</li><li>• Experience in custom API's</li></ul>
<b>Measurement of Results</b>	KPIs to be developed
<b>Limits of Authority (excluded responsibilities)</b>	<ul style="list-style-type: none"><li>• In accordance with WFA's Delegation Policy</li></ul>