



Position Description

Employee:	Vacant
Position title:	Front End Web Developer
Location:	Head Office: 60 - 68 Moorabool Street, Geelong.
Grade:	FLL/Technical Specialist
Organisation:	Reports to Digital Delivery Manager
Purpose:	<p>The primary purpose of this role is to work with the Digital Delivery Team and internal business units to design and develop solutions for digital presence. The Digital Delivery team works with GMHBA limited businesses to develop digital experiences to achieve vision and growth objectives.</p>
Staff:	None
Key Relationships:	<p>Internal:</p> <ul style="list-style-type: none">• Digital delivery team• Systems team• Customer Relationship Management (CRM) team• Marketing team
Authorising Officer:	Chief People & Culture Officer
Version Number:	V1
Date Approved:	September 2017

Principle Accountabilities

The principle accountabilities are:

- Develop and deliver front end web-based solutions for GMHBA Limited's digital presence in accordance with the team's key performance areas by contributing to the following:
 - Contribute to UI design
 - Liaise with the Digital Design team to translate designs into coded solutions.
 - Drive front end technology innovation
 - Ensure digital solutions adhere to modern web standards
 - Ensure digital solutions are accessible on all targeted platforms.
 - Contribute to quality control strategy, processes and delivery
- Assist stakeholders with digital queries/problems.
- Undertake and complete any other duties assigned by the Digital Delivery Manager in an accurate and timely manner.

It is not the intention of this position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The accountabilities described within may be altered in accordance with the changing requirements of the role.

Values & Behaviours

Can demonstrate the ability to 'live' the corporate values and behaviours.

Trust

- Build credibility through actions
- Demonstrate confidence in others intentions and competencies

Contribute

- Collaborate and get involved
- Make a difference

Enjoy

- Enjoy work
- Take pride in success

Succeed

- Be resourceful, adaptable and achieve quality results
- Be decisive

Improve

- Be curious and look for innovation
- Have the courage to try something new

Serve

- Aim to make every customer experience memorable
- Make every effort to deliver excellence

Specific Job Competencies

Operational Decision Making

- Identifies and understands current issues, problems and opportunities
- Compares data from different sources to draw conclusions
- Develops alternative solutions and chooses the most effective course of action
- Takes action that is consistent with available facts, constraints and probable consequences

Teamwork, Leadership and Collaboration

- Actively builds and fosters a friendly, harmonious and productive working atmosphere for all staff
- Actively shares knowledge and experience with others
- Models respect, helpfulness and cooperation
- Driven to identify opportunities, solve problems and succeed
- Committed to precision and quality

Conceptual Thinking

- Understands situations or problems by identifying patterns or connections and addressing the key issues
- Sees the big picture in complex situations
- Obtains information and identifies key issues and relationships relevant to long-range goals or visions
- Develops alternatives based on logical assumptions, facts, resources, constraints and organisational values
- Implements a course of action to accomplish long-range goals or visions

Essential Skills and Experiences

Communication (Verbal and Written)

- Clearly conveys and cascades information and ideas, through a variety of media, to individuals or groups in ways that engages the audience and helps them to understand and retain the message
- Is consultative and seeks to personalise communication to meet the internal/ external customers' needs

- Actively seeks and analyses feedback and responds in an appropriate manner

Educational Qualifications

Mandatory

Tertiary qualifications, preferably within a related discipline i.e. technology, business, commerce

Experiential Requirements

Mandatory

- Three to five years + experience in front end development in a commercial environment, either agency or client-side, working with JavaScript, jQuery, Ajax, CCS, and HTML
- Experience working to wireframes and mock-ups to develop cross-browser and cross-device web interfaces
- Experience working to W3C and WCAG web standards
- Strong UI development experience

Highly Desirable

- Experience with JS frameworks such as Backbone
- Experience with graphics editor such as Adobe Photoshop
- Experience working with responsive design frameworks such as Bootstrap

Preferred

- Experience with CSS and HTML pre-processors (e.g. SASS, LESS, Grunt)
- Experience working within an Agile / Scrum-based development environment
- Experience working with Umbraco or a similar .NET-based Content Management System
- Experience working with version control systems such as GIT
- Working knowledge of ASP.Net

Physical Job Design – Statement of Works

Administrative roles are primarily focused on the processing of work where the majority of each shift involves:

- Being seated at a desk for long periods of each shift
- Use of PC including the use of keyboard and mouse
- Use of telephone (incoming and outgoing calls)

Key Performance Indicators (KPIs)

Meet agreed individual KPIs aligned to the departmental KPIs which are detailed as part of the KPI framework, these will be reviewed and agreed post appointment.