

Effective for: March 2018

JOB DESCRIPTION & ACCOUNTABILITIES

NAME:	TBA	REPORTING TO:	Development Manager – Engagement Systems
POSITION TITLE:	Senior Web Developer	DIRECT REPORTS:	Nil
DEPARTMENT:	Technology Services	LOCATION:	Melbourne / Australia

POSITION PURPOSE:

The main responsibility of this role is to work within the global development team to create new products and features. You will be working closely with internal team members, locally and remotely as well as with external consultants and a global business to improve the online presence of the various brands within the Intrepid Group.

You will be working in a development environment that takes Agile seriously and produces amazing technology solutions for the wider business. As a key member of our team, you will work very closely with product owners, senior technical staff and end-users to deliver the best possible solutions with the latest techniques and tools.

You will work from idea through to completion on new features, changes to existing features, and entirely new systems working together with your developer colleagues, this will require excellent communication skills and an eye for detail.

QUALIFICATIONS AND EXPERIENCE

- Computer science or Software Engineering Qualifications
- Extensive experience with modern PHP development practices in a commercial environment
- Extensive understanding of Javascript, Modern HTML, and CSS and the ability to translate designs into modern, responsive solutions
- Extensive experience with relational database systems such as MySQL or Postgresql
- Good experience building well crafted Object Oriented systems using relevant design patterns
- A good grounding in User Interface and User Experience solutions in a cross platform and modern development environment
- A good understanding of source code control systems such as Git or Subversion and their use in modern software development
- Ability to configure and administer Linux systems in production as well as manage your own development environment
- Great communication skills and experience working together with business users to achieve goals

OTHER SKILLS AND ATTRIBUTES

- The ability to contribute and work in a supportive team environment respecting your peers, and being supportive of them
- An open mind and a desire to always look for ways to improve your skills and techniques
- Great communication skills and the ability to work together with business users to achieve goals
- A love of learning and sharing new knowledge with your colleagues

Operational Accountabilities of Role	Benchmark Measure
Domain Knowledge You will be expected to be capable in multiple core problem domains: e.g., web, mobile, data, or systems programming; familiar with OO design, testing, and core development tools. You will be able to work independently within an Agile team to deliver solutions while successfully engaging with the wider business to achieve great solutions.	Demonstrated ability to manage the delivery of work within sprint deadlines across your sprint team without supervision or assistance Demonstrated ongoing commitment to sprint meetings by contributing in planning, review and retrospective sessions

Operational Accountabilities of Role	Benchmark Measure
<p>You will be able to design interfaces and reusable components for your own team. You will understand scaling, reliability, and maintenance trade-offs as they occur in practice</p>	<p>Demonstrated ability to work with other technical leaders within the business to design best practice solutions</p>
<p>Teaching and Mentoring You will be expected to provide thoughtful and detailed code reviews for teammates and help document idioms and best practices.</p> <p>You will be expected to help less experienced developers get up to speed with the teams style and existing code base.</p> <p>You will be expected to offer demos, talks, and recommendations to help your own team and others be more productive and ship better product</p> <p>You will consistently help junior developers to improve and become more proficient over time.</p>	<p>Demonstrated ability to provide constructive and well thought through feedback to colleagues on an ongoing basis for their technical and non-technical work.</p> <p>Demonstrated ability to coach junior developers to build their skills in areas of weakness</p> <p>Demonstrated ability to identify and fill gaps in documentation for the wider team on an ongoing basis</p>
<p>Culture and Leadership You will be expected to identify and improve quality and reliability issues in systems you maintain and engage with the wider team to produce solutions.</p> <p>You will seek input from teammates and outside experts on systems and feature design while collaborating well with marketing, support, and other teams.</p> <p>You will be expected to assist the team by taking your share of any required on call duties.</p>	<p>Demonstrated leadership in identifying and improving development platforms and supported systems within the business</p> <p>Demonstrated ability to take on board feedback and ideas from the wider team and business</p>
<p>Customer Success You will be expected to consistently deliver systems and features that provide significant value to customers and/or other teams.</p> <p>You will respond to escalated customer issues and incidents in a proactive, timely fashion.</p> <p>You will make significant efforts to understand customer needs and motivations and understand how engineering projects contribute to business goals.</p>	<p>Regular commitment to responding to critical incidents and escalations in a timely manner</p> <p>Demonstrated ability to identify gaps in existing product offerings and technology as well as solutions to those gaps to drive increased revenue and customer excitement.</p>