

Position Description

Position	Title:	No.:	Reports to:	Title:	No.:
	Applications and Database Developer	HSF029		Applications Development Team Lead & Senior Solutions Architect	HSF128
Business Unit:	Information Services		Division	Corporate Services	

Organisational Overview:

At HomeStart we believe that affordable home ownership is essential to the health, wellbeing and ongoing sustainability of our communities. HomeStart's role, within the framework of government policy, is to provide leadership and innovation in the housing finance sector by enabling more South Australians to fulfil their home ownership dreams. We do this through the provision of innovative housing finance solutions. More importantly, we do this through our core strength – our people.

Position Purpose:

The Applications and Database Developer has two distinct parts to their role:

1. Applications Developer component (80%) is responsible for designing, developing, testing, documenting and maintaining applications software and integrations in response to software maintenance, enhancement requests and project needs.
2. Database Developer component (20%) is responsible for assisting in designing new databases, maintaining the security and integrity of data, providing 3rd level support for databases, liaising with external database vendors and over seeing the daily operations of the database capability.

Our Values:

Achievement	Simplicity	Integrity
We are focussed on creating positive outcomes for each other	We are focussed on simplifying the way we do business	We are honest and genuine with each other

Positions reporting to this position:

- Nil

Other significant working relationships:

Internal: Business Process Owner, Project Managers, Application Developers, Business Analysts

External: IS Service Providers, Vendors & Software Consultants



Primary outcomes and accountabilities

Key results areas	Performance measures
Operational responsibilities	<ul style="list-style-type: none"> • Design, code and test new and existing web application using C# and implement integration using BizTalk. • Application maintenance, resolve application problems and implement enhancements in accordance with defined change management practices. • Software release and deployment. • Create and maintain accurate and comprehensive documentation. • Assist in the analysis and design of applications or solution proposals within Homestart's policies, procedures, security and standards frameworks. • Administer and support databases across various production and non-production environments to ensure optimal performance. • Assist in the creation, planning and scheduling data migrations that maintain data integrity after transfer from one environment to another. • Maintain business critical databases and determine appropriate database management functions. • Support Global Compliance and Process Improvement activities, including commonality of processes and procedures. • Develop and maintain database policies, procedures and standards. • Perform tests and evaluations regularly to ensure data security, privacy and integrity. • Monitor database performance. • Develop and manage long-term capacity plans and growth.
Financial Management	<ul style="list-style-type: none"> • Contribute to the development of annual budgets and provide regular financial performance reports. • Monitor all relevant operational costs to ensure proper budgetary controls are exercised and budget variances are proactively managed and accounted for.
External Stakeholder Relations	<ul style="list-style-type: none"> • Create and maintain conditions for effective relations with relevant external organizations, government agencies, customers and vendors where appropriate. • Respond to stakeholder queries in a prompt and courteous manner.

Behavioural profile

Achievement	<i>Takes personal accountability and demonstrates initiative, determination and drive to achieve high quality results and innovative solutions that make a difference to our people and customers.</i>
Self-Actualising	<i>Seeks opportunities to develop and grow. Shows an awareness of and belief in own abilities. Brings energy and creativity to positively impact and influence others.</i>
Humanistic-Encouraging	<i>Inspires, encourages, challenges and supports others to improve and grow by genuinely listening and providing constructive and timely feedback.</i>
Affiliative	<i>Acts in ways which promote and support HomeStart as one organisation with a common purpose and set of values. Is prepared to set aside own agenda in the interests of HomeStart as a whole as well as supporting and encouraging co-operation within and across teams.</i>

Skill	Description	Level Description
Programming/Software Development (PROG)	The design, creation, testing and documenting of new and amended software components from supplied specifications in accordance with agreed development and security standards and processes.	Level 4 Designs, codes, tests, corrects and documents complex programs and scripts from agreed specifications, and subsequent iterations, using agreed standards and tools, to achieve a well-engineered result. Takes part in reviews of own work and leads reviews of colleagues' work.
Systems Design (DESN)	The specification and design of information systems to meet defined business needs in any public or private context, including commercial, industrial, scientific, gaming and entertainment. The identification of concepts and their translation into implementable design. The design or selection of components. The retention of compatibility with enterprise and solution architectures, and the adherence to corporate standards within constraints of cost, security and sustainability.	Level 3 Specifies user/system interfaces, and translates logical designs into physical designs taking account of target environment, performance & security requirements and existing systems. Produces detailed designs and documents all work using required standards, methods and tools, including prototyping tools where appropriate.
Database Administration (DBAD)	The installation, configuration, upgrade, administration, monitoring and maintenance of databases.	Level 5 Drafts and maintains procedures and documentation for databases. Manages database configuration including installing and upgrading software and maintaining relevant documentation. Contributes to the setting of standards for definition, security and integrity of database objects and ensures conformance to these standards. Monitors database activity and resource usage. Optimises database performance and plans for forecast resource needs.
Database Design (DBDS)	The specification, design and maintenance of mechanisms for storage and access to both structured and unstructured information, in support of business information needs.	Level 4 Develops and maintains specialist knowledge of database concepts, object and data modelling techniques and design principles and a detailed knowledge of database architectures, software and facilities. Analyses data requirements to establish, modify or maintain object/data models. Evaluates potential solutions, demonstrating, installing and commissioning selected products.

Systems Integration (SINT)	The incremental and logical integration and testing of components and/or subsystems and their interfaces in order to create operational services.	Level 5 Designs and builds integration components and interfaces. Leads practical integration work under the technical direction of the system /service designer. May contribute to the overall design of the service. May define the technical criteria for product/component selection. Contributes to decisions about tools, methods and approaches.
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SFIA Level of Responsibility (Level 4 – Enable)

Skill	Description
Autonomy	Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes.
Influence	Influences customers, suppliers and partners at account level. May have some responsibility for the work of others and for the allocation of resources. Participates in external activities related to own specialism. Makes decisions which influence the success of projects and team objectives.
Complexity	Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues.
Business skills	Selects appropriately from applicable standards, methods, tools and applications. Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets. Rapidly absorbs new information and applies it effectively. Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.

Other Requirements

Essential criteria

- At least 4 years of experience in programming and applications design using .Net: C#, MVC, Entity Framework and Javascript frameworks
- Sound understanding of Software Development Lifecycle
- At least 2 years of experience administering, managing and developing in Microsoft SQL server database.
- Advanced knowledge of database structures and theory.
- Good understanding of HTML, CSS & JavaScript
- A strong aptitude to picking up technology and creating high-quality solutions
- Experience in using Source version control like TFS or GIT
- Understanding unit testing and integration testing.
- Strong analytical and organisational and time management skills
- Eye for detail and accuracy

- Thorough understanding of structured query language (SQL)
- Knowledge of 'relational database management systems' (RDBMS), 'object oriented database management systems' (OODBMS) and XML database management systems
- The ability to work effectively and meet required time constraints
- Up-to-date knowledge of technology and the Data Protection Act

Desirable criteria

- A Bachelor level qualification in computer science or IT with a track record of ongoing professional development or extensive experience in software development.
- Enterprise application integration using BizTalk or other ESBs
- Experience with testing frameworks
- ETL experience, preferably with Microsoft SSIS
- Experience with legacy system migration projects
- Microsoft SQL Server certifications
- CMS experience, particularly Kentico

Special conditions

- Required to provide a satisfactorily National Criminal History Record Check (Police Check)
- May be required to act in higher level positions, or assume additional accountability, as and when required.
- Flexibility in working across business units as required.
- May be required to work reasonable overtime with notice.
- Some out of hours, weekend work and intrastate/interstate travel may be required.
- Ability to work well in a fast paced environment, where the technology is constantly changing

Acknowledgements

Signature

Name of employee

Date: _____

Signature

Name of leader

Date: _____





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