ROLE STATEMENT

SU Australia

Role Title:	Software Developer
Department/ Team:	Mission Support
Location:	Flexible, with some access to a SU office in any Australian Capital city preferred.
Reports to:	Group Manager, IT

Scripture Union Australia's Vision & Mission

Scripture Union Australia is an interdenominational Christian movement committed to providing Australian children, young people and families with opportunities to experience the transforming love of Jesus and to pursue a lifelong journey of discipleship.

SU Australia is part of the worldwide Scripture Union movement, a movement of Christians working with churches to make God's Good News known to children, young people and families and to encourage people of all ages to meet God daily through Bible reading and prayer. (scriptureunion.org.au)

SU Australia is a charitable 'limited by guarantee' not-for-profit organisation comprising more than 900 staff and thousands of volunteers, working with churches and serving in communities in all states and territories across Australia.

All SU Australia staff and volunteers are empowered and equipped to champion a child safe culture and are committed to the highest standards of safety and care in our work with children, young people and families.

Purpose of Role

This role involves the ongoing maintenance and development of SU's internal Intranet, public web-based services, automation of internal IT Systems, proprietary software products and custom solutions to integrate with external providers.

The incumbent will contribute to the nurturing of a child safe culture and working environment.

Key Relationships

Internal	- Mission Support - Mission Systems - OFM Staff
External	IT professional networks

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Key Accountabilities	
Accountability areas	**Responsibilities**
1. Programming	- Maintenance and development of the internally developed Intranet application in collaboration with other team members and stakeholders - Documenting project design decisions - Commenting code as it is written for legibility - Thoroughly testing code prior to deployment - Peer-reviewing code as developed by other team members - Other software projects as needed
2. Project Design	- Identify new requirements in response to the changing needs of the business - Liaise with project owners and/or managers in identifying and recording detailed specifications of key project requirements.
3. Testing	- Testing of all code prior to release - Coordination of user testing by key stakeholders to be completed sufficiently and in a timely manner for code release.
4. Team contribution	- Contribute to the immediate team and the broader teams in SU Australia - Participate in SU Australia devotion activities including prayer retreats - Contribute at team meetings - Participate in wider organisation-based activities and learning opportunities - Demonstrate behaviour in line with a child safe culture - Comply with WHS requirements - Protect own health and safety - Protect safety of others. Report hazards, risks and all incidents.

Qualifications and experience
- Experience with multiple object-oriented programming languages (in particular PHP and Javascript) working on non-trivial systems or libraries.   - Bachelor of IT/Software Engineering, or equivalent (desirable)

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Competencies	
Competency areas	**Definitions**
Technical / Professional	- Moderate to Advanced level knowledge of PHP and Javascript - Moderate knowledge of a mainstream relational database and ORM layer (ideally MySQL and Doctrine) - Experience working on a large, complex codebase using Object-oriented design principles - Able to use a modern VCS such as Git to share code in a team environment. - Moderate knowledge of Python - Ability to perform web frontend design using HTML/CSS - Experience with modern web frontend tools such as React, Sass Webpack and Typescript - Exposure to PHP frameworks (Particularly Symfony) - Experience developing for a Linux environment - Understanding of unit testing (such as PHPUnit) - Experience with packaging and dependency management tolls such as Composer or NPM - Ability to use Docker and/or Kubernetes for containerization and deployment - Understanding of continuous integration, release cycles and development processes - Experiencing creating and maintaining web APIs (RPC, REST, GraphQL) - Proven skills in UI/UX Design
Attention to detail	Accomplishing tasks, no matter how small, showing concern for all aspects of the job. Accurately checking processes and tasks. Ensuring others can rely on the accuracy of work completed by the incumbent.
Collaboration	Working effectively with others in the organisation (including fellow team members and people in other teams) to accomplish organisational goals and to identify and resolve problems.
Communication (verbal and written)	Using effective interpersonal skills to present ideas and views to individuals or groups (including nonverbal communication). Targeting presentations to the characteristics and needs of the audience (should the role require giving presentations).

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	Expressing ideas clearly in any written format (memo, email, and letter) with correct spelling, grammar and structure.
Continuous improvement	Using initiative to identify and suggest improvements to processes and procedures. Analysing options for procedural improvements and documenting outcomes.
Customer service	Making efforts to listen to and understand stakeholders (both internal and external). Anticipating stakeholders' needs and giving high priority to stakeholder satisfaction.
Problem solving	Analysing problems effectively, evaluating alternative courses of action, exercising sound judgement and taking action in line with the level of authority of the role.
Self-management	Managing one's own wellbeing and workplace behavior in order to contribute to a positive culture within SU Australia. This includes: ● Maintaining and promoting social, ethical and organisational norms in line with a Christian ethos; ● Taking actions that indicate a consideration for the feelings and needs of others; being aware of the impact of one's own behaviour; ● Maintaining stable performance under pressure and managing one's own stress effectively; ● Handling disappointment and/or rejection while maintaining effectiveness; ● Demonstrating perseverance by staying with a plan of action until the desired objective is achieved or is no longer required; and Being open to change and willing to adapt to new directions; adapting working style to blend with changes; and articulating workplace concerns in a respectful and constructive manner.
Teamwork	Active participation in team effectiveness. Taking actions that demonstrate consideration for the feelings and needs of others. Being aware of the effect of one's behaviour on others. Proactively developing relationships. Using appropriate interpersonal styles and methods to inspire, guide and persuade others toward goal achievement. Working independently to a high performance standard when required.
Time management	Organising one's own workload to prioritise tasks appropriately and meet deadlines. Adjusting personal work routines to complete tasks required by others when necessary. Considering

	other people's needs when determining order of work to be completed. Being proactive.

Additional Requirements

SU Australia requires that the incumbent:
1. agree with, and agree to work under, the aims, beliefs and working principles of SU
2. be able to demonstrate a living and personal relationship with Jesus Christ
3. be able to show strong Christian character evidenced by servant leadership, valuing of people in general and marginalised people in particular
4. be a respectable member of a local Christian church we recognise
5. be in receipt of a current positive Working With Children Check for the purposes of child related employment
6. be willing to work under SU Australia's Staff Code of Conduct

Developed by	Group Manager, IT
Approved By	Group Manager, People Services
Effective Date	May, 2021