OneStop.

Position Description

Lead Developer

Reporting to Head of Development

Technology

Lead Developer

1. Position Summary

As a Lead Developer you will partner with the Head of Development to strategise development goals and ensure that the new and existing products in your portfolio perform effectively. Using a combination of technical know-how and people skills, you are responsible for implementing strategies, monitoring project life cycles, and creating innovative solutions. You will motivate and mentor a team of developers, and work collectively with them to develop the best quality products in the industry.

2. Key Responsibilities

- Lead, motivate and mentor a team of developers
- Contribute to and maintain development standards for OneStop products, including common frameworks used in the business
- Ensure high quality standards of delivery, which are re-usable
- Solution design for new and existing products
- Maintain priorities for technical changes relating to reducing technical debt, new technical capabilities, scalability, and general improvements to the product/s
- Research of industry patterns, practices, reviews, documentation, and usage of unit testing frameworks
- Ensure unit testing and automated testing is maintained and implemented into the CI/CD pipeline for any release into production
- Provide third level support for Service Delivery
- Research and investigate new technologies and programming language advancements to improve OneStop systems in the future
- Assist in development of an appropriate High availability / Disaster Recovery / Business Continuity plan for OneStop IT systems
- Identify and develop monitoring sensors to allow monitoring of products to alert if any attention is required
- Liaise with the key stakeholders to improve OneStop products, ensuring assigned tasks are delivered in an appropriate and timely fashion
- Liaise with external consultants, suppliers, and management providers
- Provide out of hours on-call support for the OneStop applications regarding scheduled/unscheduled issues and outages
- Identify opportunities to reduce costs and simplify solutions
- Manage internal roadblocks through process or workflow improvements

3. People Leader Responsibilities

- Regular team meetings: set the vision to inspire and motivate the team.
- Direct reports have goals that are aligned to organisational goals for the performance year.
- Regular 1:1's (at least fortnightly) with direct reports with notes recorded in performance system.
- Formal mid-year and end of year performance reviews completed in performance system.

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- Appropriately address any issues with under performance in the team.
- Team management in accordance with business expectations.

4. Selection Criteria

Technical

- At least 2 years' experience leading a team of developers
- 5+ years programming (with solid experience on Microsoft C#.Net and .net framework)
- 3+ years Application design and architecture experience
- Experience with Cloud platforms such as AWS/Azure
- Experience building DevOps pipelines such as Jenkins or equivalent
- PL/SQL Development with databases
- JavaScript/TypeScript
- Experience with serverless computing on cloud – Azure Functions/AWS Lambda
- Messaging systems experience such as Amazon SNS/SQS or equivalent
- Experience with Front End technologies such as Angular/React or equivalent
- 3+ years' experience in designing and documentation of high-level and low-level designs for software applications
- Unit testing experience or automated testing experience
- A degree or equivalent experience in Computer Science

Desired
- Experience deploying application on containers
- Infrastructure as Code using Terraform/Ansible or equivalent

Behavioural

Action oriented (2) - taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
- Readily acts on challenges, without unnecessary planning
- Identifies and seizes new opportunities
- Displays a can-do attitude in good and bad times
- Steps up to handle tough issues

Communicates effectively (7) - developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
- Is effective in a variety of communication settings: one-on-one, small, and large groups, or among diverse styles and position levels
- Attentively listens to others
- Adjusts to fit the audience and the message
- Provides timely and helpful information to others across the organization
- Encourages the open expression of diverse ideas and opinions

Directs work (15) - providing direction, delegating, and removing obstacles to get work done
- Provides clear direction and accountabilities
- Delegates and distributes assignments and decisions appropriately

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- Monitors progress by maintaining dialogue on work and results
- Provides appropriate guidance and direction based on people's capabilities
- Intervenes as needed to remove obstacles

Optimises work processes (38) - knowing the most effective and efficient processes to get things done, with a focus on continuous improvement
- Identifies and creates the processes necessary to get work done
- Separates and combines activities into efficient workflow
- Designs processes and procedures that allow managing from a distance
- Seeks ways to improve processes, from small tweaks to complete reengineering

5. General

All OneStop team members are required to:

1. Demonstrate our OneStop values:

We are Purposeful.
We are deliberate, well planned, and intentioned in our approach to all that we do.

We are Inventive.
We bring fresh thinking to problem solving - developing creative, original and resourceful solutions to achieve our goals.

We make things Simple.
We unpack the complex world of logistics to find the simplest tech to drive the most effective outcomes.

We Achieve Together.
We are service oriented, focused on anticipating, recognising, and meeting our customer needs by placing client success at the heart of all actions.

2. Act in accordance with our OneStop Code of Conduct.

3. Undergo a police background check upon commencement.

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