



Position Description – Applications Developer

Sustainable Timber Tasmania (STT) is a Government Business Enterprise with responsibility for managing approximately 800,000 hectares of Tasmanian public production forest. As a land manager and as a provider of renewable forest products, sustainability is at the heart of everything STT does. It's the long-term future for our business and includes sustainably managing the forest estate, sustainably supplying timber; and sustainably growing our business.

ORGANISATIONAL CONTEXT

Division:	Corporate Services	Group:	Information Systems	
Position No.	Reports To		Direct Reports	Location
10375 029893	Business Systems Manager (00162)		Nil	Hobart
Industrial Instrument	Sustainable Timber Tasmania Enterprise Agreement 2018			
Broadband Classification	D			

POSITION PURPOSE

The Applications Developer implements business systems by analysing, designing, developing, testing and installing software solutions. Works within the Business Systems team to ensure STT's business systems remain efficient and compliant throughout the application development life cycle.

POSITION ACCOUNTABILITIES

1. Work with staff and peers to design and implement business systems which support business objectives and processes
2. Provide practical and cost-effective business system solutions to support business improvement
3. Utilise project management skills to ensure business systems are delivered on time and within budget
4. Effectively determine system requirements by observing and analysing business processes targeted for improvement
5. Identify, evaluate and develop systems and procedures to support approved recommendations
6. Design software solutions in accordance with agreed corporate standards
7. Ensure delivered software applications meet business and technical requirements as detailed in the system design documents
8. Maintain and develop new functionality and enhancements for legacy software applications
9. Provide user and technical documentation and end user training which ensures delivered applications are used effectively
10. Work effectively with external stakeholders to achieve desired outcomes relating to approved projects

KEY COMMUNICATIONS

- Internally the position will work with all areas of the business to design, implement, deploy and maintain a range of Business Systems
- Externally the position will liaise with Third Party stakeholders as part of the design and implementation process as required. Liaise with external Business partners to develop Business2Business solutions as appropriate.

QUALIFICATIONS AND EXPERIENCE

- Tertiary education in computer sciences or similar discipline
- Proven experience in software development
- Knowledge in a range of contemporary computer languages, data structures and integrity, computer logic, flow-charting, computer program design methods and techniques and workflows
- Strong understanding of object-orientated programming
- Proficient in SQL
- Ability to design and document process models

- Capable of writing use cases and software specification documents
- Communication skills to effectively liaise with internal and external stakeholders
- Thorough application testing and troubleshooting skills
- Data modelling, database and Datawarehouse design skills including experience with various contemporary reporting tools

CAPABILITIES – TEAM MEMBER (see Capabilities Framework for more detail)

Leads Business	Continuous Improvement	Consistently striving to improve processes, systems and products to drive efficiencies and build customer value.
	Managing Priorities and Workflow	Defining work priorities, action plans and resources to facilitate the efficient delivery of work.
	Decision Making	Applying a systematic process for evaluating and selecting the most appropriate course of action given available information.
Engages Others	Collaborating	Leveraging the skills, knowledge and expertise of others within and across teams to effectively deliver work outcomes.
	Influencing Others	Formulates a persuasive argument to build commitment to an agenda or influence others' commitment to a course of action or plan.
	Building Customer Commitment	Takes responsibility for customer satisfaction and building sustainable customer relationships by delivering quality outcomes and resolving issues that arise.
Leads Self	Courage	Proactively confronts difficult situations, takes definitive actions to protect the interest of others, their team and the organisation.
	Adapt and Respond to Change	Adapts to changing requirements, accepts new ways of working with positivity and aligns behaviours to support change.
	Action Orientation	Takes independent, prompt action to overcome barriers, respond to changing circumstances and deliver positive outcomes.
	Quality Orientation	Produces work output with a high degree of accuracy, identifying and correcting errors or mistakes before delivering final work product.
Values	1. Respect – We create safe spaces	
	2. Responsibility – We take ownership	
	3. Growth – We create sustainable value	
	4. Excellence – We make it happen	

CHALLENGES –

The main challenges facing the position include:

- Working as part of a small team requires a broad knowledge base to be able to deal with a variety of systems, areas and issues.
- Communicating and liaising with external resources will be a key aspect of the role due to the size of the team.
- Prioritisation of competing tasks and workloads will be of high importance to meet deadlines and achieve results

OTHER REQUIREMENTS

- Participate in fire activities as required and where required pass the annual fire fighter health risk evaluation comprising both the medical assessment and the fitness test
- Hold a current manual driver's licence
- Required to participate in the Performance Development process
- Required to achieve and maintain the required skills, certificates and accreditation to perform the requirements of the role
- Must comply and adhere to the organisations policies and procedures, including the Code of Conduct
- Out of hours work may be required and all staff are to be available for rostered fire duties on weekends, public holidays and outside normal work hours
- Must adhere to duty of care responsibilities to yourself and others under health and safety legislation

ORGANISATION CHART

P&C will attach the Org chart here

I have read and understand the requirements of the position as stated above.

Name and signature

Date