

POSITION DESCRIPTION

POSITION TITLE	Developer
LOCATION	Lower Hutt
DEPARTMENT	Product
REPORTING TO	Senior Developer Leader
PROFESSIONAL LEVEL	Emerging
BAND LEVEL	G
NATURE	A privately owned NZ company, Aspeq delivers over 120,000 exams each year in 25 countries and employs 55 permanent and 200+ part time people in NZ, and Australia, Aspeq delivers exams through a network of centres across Australasia and operates two customer service help centres in Lower Hutt, NZ and Canberra, Australia. The role will be required to work Monday to Friday, but they must take a flexible approach to working hours in line with the global nature of Aspeq.
KEY RELATIONSHIPS	<u>External</u> - o External customers and application Users <u>Internal</u> - o ICT Team - o Project managers - o Product Owners - o Wider Aspeq Staff - o Internal customers and application users
KEY PURPOSE	- o To maintain and improve products for customers. - o To work with the organisation to build new functionality that is reliable and meets our customers' needs.

ROLE FACTORS	CRITERIA FOR SUCCESS
<u>Education</u> The level of education and/or knowledge compatible with proficiency in tasks outlined in role responsibilities.	- o NZQF Level 7 – Degree in Computer Science or equivalent discipline - o Maintaining or actively working toward Microsoft Azure certifications. Support and resources will be provided to help achieve this. - o Certification providing specialized knowledge of software development lifecycle principles are advantageous.
<u>Experience</u> The level of cumulative general and technical experience required to perform the role competently.	- o 4-5 years of Software Development Experience - o <u>Required experience and proficient working knowledge of:</u> - o Computer and information technology systems. - o The software development life cycle (SDLC). - o General programming concepts and patterns. - o Web application concepts and patterns. - o Database concepts, design, and management. - o Collaborative development processes and quality controls. - o Programming languages, such as C#, HTML5, CSS, JavaScript, TypeScript. - o Web based software technologies and frameworks, such as ASP.NET (Core), RESTful APIs, jQuery,. - o Database technologies and ORM frameworks, such as MS-SQL, T-SQL, Entity Framework, NHibernate. - o Web application concepts and patterns, such as MVC, Web API, SignalR, SPAs. - o Full stack Development skill - o Github - o Exposure to using AI as an enhancement to the development process - o <u>Advantageous by not necessarily required:</u> - o Exposure to Angular or react UI development software - o Use of Azure - o Load and automated testing experience - o Development using accessibility standards - o Exposure to the use of CD/CI pipelines
<u>Complexity</u> The predictability of the role, considering complexity of actives faced in the normal course of work.	- o Working within defined frameworks while installing tacit knowledge to optimise operations and contribute to the design and development of Software. - o Routine decision making with the ability to prioritize competing demands and manage time to adhere to deadlines - o Ability to perform well under pressure and prioritize a busy workload while maintaining quality standards. - o Coordinating above elements while maintaining alignment with Aspeq's objectives.
<u>Scope</u> Breadth of control over other staff and resources, and skills required to best utilise these resources.	- o Supporting operations of the Product Team by providing inputs to higher-level positions outputs in alignment with role responsibilities. - o Liaising with various internal and external stakeholders to acquire information and collaborate where applicable.
<u>Problem Solving</u> The level of judgements required, alongside the availability of guidelines/procedures and the	- o High level of accuracy and attention to detail - o Utilising established procedures and adaptations of tacit knowledges/experiences in conjunction to resolve operational matters. - o Conducting analysis between short-term operational factors against long-term strategic implications.

ROLE FACTORS	CRITERIA FOR SUCCESS
degree of analysis and innovation to arrive at a solution.	○ Apply multi-factor evaluation to determine impact, resource allocation and compliance requirements. ○ Escalation of complex/unprecedented scenarios to Senior Developer Leader.
<u>Freedom to Act</u> The degree of independence exercised within the role.	○ Managing personal daily workload, including independent execution of well-defined tasks within established frameworks to determine best practice for project development ○ Subject to progress reviews, with guidance readily available if requested. ○ Major strategic and high-value decisions are at the jurisdiction of the Head of Product.
<u>Impact of Decisions</u> The extent to which decisions made by the role holder impact the physical, financial and human resources of Aspeq.	○ Taking a hands-on approach to tasks, rather than delegation. ○ Decision making focused on best use of own time and optimal processes. ○ Limited to no opportunities to make, save or spend Aspeq's money. ○ Significant decisions impacting the organization, particularly financial decisions are at the jurisdiction of the Head of Product.
<u>Interpersonal skills</u> The nature and degree of interaction at various levels the role requires to complete tasks.	○ Excellent written and verbal communication when interacting with key relationships, understanding differing needs of testers, project managers, and staff from all other areas of the company, and tailoring communication to best suit the individual(s). ○ Utilising courtesy, tact, and diplomacy to engage with, listen, and relate to stakeholder perspectives. ○ Key interactions are not supervisory, rather pertaining to the on-going basis of work, ie seeking information and answering questions.
<u>Authorities</u> The level of formal financial, staffing and contractual authority allowed and exercised within the role.	○ Complying with established procedures and protocols to ensure consistent product development. ○ The Developer role does not have authority to make or approve any expenditure on behalf of Aspeq. ○ Referral of requirements for expenditure to the Head of Product.
<u>People Management</u> The responsibility for supervision and management of Aspeq's human resources.	○ Complying with established procedures and protocols to ensure consistent delivery. ○ The developer role does not have authority to make or approve any expenditure on behalf of Aspeq.
<u>Administration</u> Legislative matters, right to work and additional administrative matters.	○ Must be eligible to work in New Zealand. ○ Must agree to a Ministry of Justice background check, New Zealand Transport agency traffic infringement check, and UK Security check and the possibility of a credit check

ROLE RESPONSIBILITIES	REQUIRED ACTIONS / OUTCOMES
<u>Development</u>	○ Work with Business Analysts to develop user stories that meet both our customer requirements and our internal development guidelines. ○ Work with Testers and stakeholders to ensure developed functionality is well tested and meets customer requirements.

ROLE RESPONSIBILITIES	REQUIRED ACTIONS / OUTCOMES
	- o Work alone or with other Developers to design, develop, test, and review solutions to user stories. - o Work with wider company staff to investigate, diagnose, and resolve operational issues relating to our systems (i.e. addressing high-priority bugs). - o Take ownership of designing and developing solutions for given requirements within the bounds of established development guidelines. - o Show the ability to guide other members of the team through collaboration on technical solutions and sharing of previous experience. - o Be versatile in the approach to developing the solutions for our customers (e.g. adapt to unforeseen changes, plan ahead, think “outside the box”). - o Be a strong problem solver, assisting other team members where applicable. - o Participate and contribute towards continual improvements of our development guidelines and processes, ensuring “best practices” are kept up to date. - o Participate and contribute to development team meetings, such as design and brainstorming discussions. - o Participate in up-skilling and training event as they arise.
<u>Projects</u>	- o Participate strongly in project meetings such as sizing, sprint planning and retrospectives. - o Contribute to the development of the project delivery timeline in conjunction with the project manager. - o Be an active contributor to project interactions such as stand ups and sprint planning. - o Keep up to date on project performance.
<u>Live our Values</u>	o Know and Demonstrate Aspeq’s values.
<u>Other</u>	o Any other activities as directed in line with the nature and scope of the role.

At Aspeq, we recognise and appreciate that diversity, inclusion, and accessibility is valuable to our business. We embrace the unique perspective and capabilities of our current and future employees, which will help us continue to drive innovation and achieve our business goals. Our culture enables us to create an environment of involvement, respect, and connection to benefit individual employees and all our clients across the world