



Position Description

Position Title: Senior Full Stack Developer

Effective date: 2021

Department: BITS

:

Reports To (Position): Software Development Team Lead

Function(s) / roles directly reporting to this position: None

Name of incumbent (if applicable): n/a

ORGANISATIONAL OVERVIEW

Greyhound Racing Victoria (GRV) is the statutory authority responsible for regulating, conducting, and promoting greyhound racing in Victoria, a sport that annually generates around \$400 million in economic activity and over \$3 billion in wagering and directly involves over 15,000 people.

Our vision is “Victorian Greyhound Racing is a vibrant, entertaining and thriving sport with animal welfare at its heart”. The integrity of the sport and the welfare of greyhounds are both significant components of the strategic objectives of Greyhound racing Victoria (GRV).

PRIMARY PURPOSE OF ROLE (RESPONSIBILITY)

The Senior Full Stack Developer will contribute significantly to the effective collaboration between front-end developers, back-end developers, DevOps engineers and testers to deliver high quality IT products and updates for Greyhound Racing Victoria’s (GRV) web and internal business systems, and work to maximise value add of technology.

They will be able to see the big picture and lead the consulting and analysis to facilitate synergy between the different development teams, which will ensure consistency across GRV’s in-house software, leading to cost effective outcomes.

The Senior Full Stack Developer will play an active role in the management of strategic IT development projects and will therefore have strong experience in both front and back end coding. They will contribute to the planning of large and complex IT project and software releases and will have a good understanding of both project management and agile methodology.

They will ensure the superior quality of digital products at every phase of the development process. This includes the test-driven development method, to provide a high degree of trust in finished products.

As a Senior Full Stack Developer, they will be expected to provide mentoring and coaching to the less experienced developers, provide leadership to the team and have an advanced technical knowledge.

As part of this role, you will be instrumental in delivering and supporting production systems. GRV relies on its systems for race day operations and the smooth running of the sport. Because of this, there will be an element of rostered on-call, out of hours support.

FREEDOM TO ACT / DECISION MAKING (ACCOUNTABILITY)

Develop code in accordance with GRV’s policies and coding standards as well as industry best practice.

Provide input to strategic thinking around future digital journey/s.

Support key applications and services.

Develop high quality code with minimal defects.

Participate in discussions around technology and provide insightful commentary.

Keep abreast of current technology trends and best practices and make recommendations where appropriate.

Be an ambassador for change.

KEY WORKING RELATIONSHIPS

EXTERNAL

Vendors providing software services

Other external system users

INTERNAL

General Manger, Business Information and Technology

Other Business Information and Technology staff

Other GRV Business units

KEY RESULT AREA	ACCOUNTABILITY / ACTIVITY:	KEY PERFORMANCE INDICATOR
Leadership	<ul style="list-style-type: none"> • Provide technical leadership and motivation to junior developers and contractors. • Provide guidance and leadership. • Actively seek to address skill gaps. • Makes decisions to establish precedents. • Imparts vision and gathers support 	<ul style="list-style-type: none"> • Provides advice and guidance to more junior analysts • Operates with autonomy and accountability • Inspires and drives team engagement
Development Expertise	<ul style="list-style-type: none"> • Participate in analysis, planning, design, development, implementation and documentation of software modules. • Translate business requirements into technical solutions. • Collaborate with the product owner and subject matter experts to design and implement advanced technical solutions. • Perform code reviews for peers and less experienced employees. • Participate in Scrum ceremonies required in Agile software development. • Collaborate with other developer teams to ensure software products meet quality checks, and stakeholder briefs. • Create and maintain technical documentation for design and implementation details. • Troubleshoot and identify issues and place patches. • Write unit tests to ensure coverage goals are met. 	<ul style="list-style-type: none"> • Business requirements are concisely documented, and technical solutions are efficiently delivered. • Through reviews, coding errors are minimised, and mentoring in provided to junior colleagues. • Delivers leadership to the development team. • Technical documentation is up to date, and accessible to those that require access. • Issues are resolved in a timely manner. • Tests ensure coverage goals
Project Delivery	<ul style="list-style-type: none"> • Contribute to successful delivery of projects. 	<ul style="list-style-type: none"> • Delivery of technical components to defined quality and scope tolerances.
Support	<ul style="list-style-type: none"> • Provide, rostered on-call, rostered out of hours support for our race day systems. • Provide in-office support for our systems. • Be able to prioritise production support tickets. • Keep stakeholders informed as to the progress of an incident and/or ticket. Slack, Email and Jira during office hours and Slack, Phone and/or Text Messages when out of office hours. 	<ul style="list-style-type: none"> • Support tickets are closed within SLA's • Support phone, when on after-hours or weekend support, is answered on first attempt. • Slack, Emails, Text Messages or Phone calls are made keeping stakeholders up to date on progress when on after-hours support. • Emails are sent keeping stakeholders up to date on progress during office hours. • Jira tickets are kept up to date with relevant and pertinent comments.

KEY RESULT AREA	ACCOUNTABILITY / ACTIVITY:	KEY PERFORMANCE INDICATOR
Stakeholder Engagement	<ul style="list-style-type: none"> • Develops and fosters effective relationships with team members, staff and essential stakeholders in a highly dynamic and collaborative environment. • Manage customer relationships and expectations by developing a communication process to keep others up to date on project results. • Identify ways to increase adoption and customer satisfaction. • Provides authoritative advice to stakeholders. 	<ul style="list-style-type: none"> • Needs of business are efficiently identified and addressed. • Builds trust through consistent actions and communication. • Actively establishes and proactively manages relationships.
Teamwork	<ul style="list-style-type: none"> • Regularly attend and actively contribute to team meetings • Actively contribute to the ongoing initiatives in the IT function • Undertake any other reasonable tasks as directed by the [one and/or two up manager titles] 	<ul style="list-style-type: none"> • Continuous improvement outcomes • Internal and external customer feedback.
Compliance	<ul style="list-style-type: none"> • Ensure knowledge of relevant policies, procedures, guidelines and work methods is actively maintained • Complete all mandatory and scheduled training as requested. 	<ul style="list-style-type: none"> • Met government standards • Departmental policy sign-off and mandated training up to date.
Safety and Wellbeing	<p>As an employee:</p> <ul style="list-style-type: none"> • Take care of your own health, safety and wellbeing and that of any other person who may be affected by your actions or omissions in the workplace • Understand responsibilities and accountabilities of yourself and others in accordance with OH&S legislation and GRV policies • Promote an open and active safety management and wellbeing culture • Maintain a safe working environment within your area of responsibility. 	<ul style="list-style-type: none"> • Role model safe work practices always • Actively support and promote safety and wellbeing • Incidents, accidents and hazards reported as soon as possible
	<p>As a leader:</p> <ul style="list-style-type: none"> • Provide coaching, feedback and training to ensure that all your team members practically understand their obligations and responsibilities with workplace wellbeing and safety • Conduct regular audits of the workplace, checking for hazards and opportunities for improvement • Report and/or assist your colleagues to report accidents, injuries and near misses as soon as possible 	<ul style="list-style-type: none"> • Incidents, accidents and hazards reviewed to minimise future risks • Work methods modified as risks identified • Safety audits completed and actioned.

PERSON SPECIFICATION
Education, Qualifications / Experience
<ul style="list-style-type: none"> • Tertiary qualification in computer science • Other relevant qualifications and/or certifications
Skills, Knowledge and Attributes
Personal Attributes: <ul style="list-style-type: none"> • Strong appreciation of rules and regulations and an affinity for compliance • Ability to maintain professional independence under pressure. • Advocate for organisational decisions • Effective communicator • Proven team player across organisational lines. • Transparent and collaborative
Knowledge and Experience: <ul style="list-style-type: none"> • Excellent leadership and mentoring qualities and experience. Must have been in a leadership role previously. • Customer Centric attitude in everything that you do. • Excellent Node.JS experience. • Excellent experience in Angular 2+ and the ability to migrate / upgrade versions. • Excellent experience in TypeScript. • Very strong MSSQL experience with the ability to debug queries and stored procedure. • Very strong Azure experience particularly in CI/CD and Deployments. • Strong knowledge in Docker images and how to deploy them to the Azure platform. • Excellent experience in Auth0 setup, maintenance and implementation. • Significant GitHub experience and be able to manage pull request and merges. • Demonstrated experience in Agile methodology. Desirable knowledge and experience: <ul style="list-style-type: none"> • Docker • Strong .Net C# Core • Strong MVC
Skills: <ul style="list-style-type: none"> • Good analytical and conceptual skills • Attention to detail with advanced organisational, time management and prioritisation skills.
Inclusion, Diversity & Belonging Statement
Greyhound Racing Victoria (GRV) is committed to building a workplace that not only respects but embraces difference and sees diversity as an essential part of our success. GRV is an organisation that is driven by values and strives for a culture of inclusion where all people feel respected, valued, listened to, inspired and that they belong.

Position description accepted by:

NAME: _____ **DATE:** _____

SIGNATURE: _____