

# Senior Software Engineer Position Description

<b>Reporting to:</b>	Applications Manager	<b>Work location:</b>	Carlton VIC, flexible
<b>Department:</b>	Technology	<b>Budget holder:</b>	No
<b>Team:</b>	Applications	<b>Direct reports:</b>	Nil

## Role Purpose

The Senior Software Engineer works within the Application Team to design, create, enhance, and maintain the core applications at Save the Children and deliver agreed business functional and non-functional requirements. This includes our Salesforce based CRM, our Financial Management System, our Dynamics 365 based Donor Management Platform and Azure platform.

The key purpose of the role is to provide application solution designs, development, maintenance, and support, ensuring the application remains fit for purpose. This role involves providing guidance, support, and training to help other engineers improve their technical skills, work effectively with others, and develop their careers.

The Senior Software Engineer will work in a cross functional team and liaise with our business, external partners, on and offshore teams to ensure the applications are current, efficient, relevant, useable, and effective for our business and its users.

## Key Areas of Accountability

### Role requirements

- Provide technical guidance and leadership to other engineers
- Technical leadership on application designs and decisions
- Design and implement new applications as needed
- Maintain and enhance existing applications by development, testing, and refining code
- Integrate existing software and ensure that all systems are compatible
- Develop and maintain CI/CD pipelines, automated testing, and infrastructure as code for our applications
- Communicate information through code, diagrams, flowcharts, layouts, and other documentation
- Maintain operational systems by continuously monitoring and fixing any problems
- Stay up to date on technology by performing research, attending courses, etc.

### Health, safety, security, and risk management

- Be a role model for safety and security and comply with all workplace safety policy, procedure, work instructions and training
- Act safely always
- Report all incidents, injuries, and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied

### Child protection and safeguarding requirements

- Maintain a child safe environment at the workplace and safeguard children's rights, always acting in the best interests of children
- Comply with the Child Safeguarding Code of Conduct and child safeguarding and protection policies and standards (click [here](#) to view further details)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Always maintain a safe and positive relationship when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes

### Person Specification

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#### Essential knowledge or experience

- Modern languages and frameworks (C#, javascript)
- Azure (or other cloud infrastructure and service providers)
- CI/CD (Jenkins, TeamCity, Azure Devops, etc)
- SQL Server (or other relational databases)
- Familiarity with TDD and/or BDD
- Automation Testing within pipelines
- Monitoring tools
- Experience with a CRM such as Salesforce, Microsoft Dynamics
- Scrum, Kanban, or any agility experience
- Adaptable communication skills to cater for technical and end users
- Self-driven, can work independently and as part of a team
- A continuous improvement mindset
- A desire to learn and help others

#### Desirable knowledge or experience

- Microsoft Dynamics 365 application experience
- Salesforce application experience
- Experience with a Financial Management System

#### Required qualifications and/or accreditations

- Graduate degree in Information Technology, Computer Science, Engineering or other technology related degree (preferred)
- 5+ years of experience in software development, with at least 3 years of experience in Dynamics 365, Azure, or Salesforce development
- Proven technical leadership experience

### Additional Information

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- Any offer of employment at Save the Children Australia will be subject to a satisfactory National Police Record Check and, where required, a Working with Children Check
- Employees must sign on to Save the Children Australia's Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- Save the Children Australia is an Equal Opportunity Employer

**Driver's Licence:**

*Not required*

**Travel:**

*Nil*

**Working with Children Check:**

*Required*

**Assets:**

*Nil*

