

POSITION DETAILS	
Position Title	Senior Developer (Store Systems)
Reports to (Position Title)	Senior Technical Lead (Store Systems)
Department / Division	Information Technology
Date	August 2017

PURPOSE STATEMENT
<p>The main purpose of this role is to:</p> <ul style="list-style-type: none"> <li>• Ensure results meet user requirements.</li> <li>• Build solutions in a logical structure and easily understood by users while adhering to Mitre 10 Conventions.</li> <li>• Work with the Technical Lead, Team Lead and Architect roles to set overall architecture, security and design solutions.</li> <li>• Development solutions to best practices, and conforming to Mitre 10 development standards.</li> <li>• Test that solutions perform as specified with all test procedures outlined in the Information Quality manual.</li> <li>• Fully document all new solutions or changes to solutions and make available on team site.</li> <li>• Provide support to developers and users of new or changed solutions.</li> <li>• Proactively recommend initiatives that continuously improve Information Technology Services policies, systems, solutions and practices.</li> <li>• Provide mentoring and guidance around development and best practices to other team members.</li> <li>• Provide timely solutions.</li> <li>• Participate in the Mitre 10 on-call roster.</li> </ul>

KEY ACCOUNTABILITIES OF POSITION		
Accountability Description	Measure	Weighting
<b>1: Analysis</b>	<ul style="list-style-type: none"> <li>• Define tasks, identify users and ensure results meet user requirements.</li> </ul>	5%
<b>Performance Standard:</b>	<p><b>Below Standard:</b></p> <ul style="list-style-type: none"> <li>• Not achieving standard</li> </ul> <p><b>At Standard:</b></p> <ul style="list-style-type: none"> <li>• Information, tools and practices are efficient and effective, achieving desired results.</li> <li>• Output provided to be accurate, with supporting analysis and to be timely</li> </ul> <p><b>Above Standard:</b></p> <ul style="list-style-type: none"> <li>• Achieving standard and provide quality supporting documenting with alternatives and business process.</li> </ul>	
<b>2: Design</b>	<ul style="list-style-type: none"> <li>• Solutions designed in logical structure and easily understood by users while adhering to Mitre 10 Standards and Conventions.</li> </ul>	10%

<b>Performance Standard:</b>	<b>Below Standard:</b> <ul style="list-style-type: none"> <li>Not achieving standard</li> </ul> <b>At Standard:</b> <ul style="list-style-type: none"> <li>Design achieving the desired results, set objectives, within budget and timeframe.</li> <li>Positive feedback from ITS Team and Managers as appropriate.</li> </ul> <b>Above Standard:</b> <ul style="list-style-type: none"> <li>Achieving standard and provide innovative alternative design solutions</li> </ul>	
<b>3: Development</b>	<ul style="list-style-type: none"> <li>All solutions to be concise with easy to follow structure and conforming to the Mitre 10 user interface standards.</li> <li>All code is unit tested to Mitre 10 standard.</li> <li>All documentation for new solutions or changes to solutions to conform to Information Systems Quality Standards.</li> </ul>	50%
<b>Performance Standard:</b>	<b>Below Standard:</b> <ul style="list-style-type: none"> <li>Not achieving standard</li> </ul> <b>At Standard:</b> <ul style="list-style-type: none"> <li>Solution output achieving the desired results, set objectives, within budget and timeframe.</li> <li>Positive feedback from ITS Team and Managers as appropriate.</li> <li>Solution is well documented in wiki and code</li> </ul> <b>Above Standard:</b> <ul style="list-style-type: none"> <li>Constantly produce fully functionalising output with supporting documentation within timeframes.</li> </ul>	
<b>4: Testing</b>	<ul style="list-style-type: none"> <li>All solutions perform as specified with all test procedures outlined in the Quality Standards.</li> <li>Testing steps/process provided</li> </ul>	15%
<b>Performance Standard:</b>	<b>Below Standard:</b> <ul style="list-style-type: none"> <li>Not achieving standard</li> </ul> <b>At Standard:</b> <ul style="list-style-type: none"> <li>Solution output achieving the desired results, set objectives, within budget and timeframe.</li> <li>Positive feedback from ITS Team and Managers as appropriate.</li> </ul> <b>Above Standard:</b> <ul style="list-style-type: none"> <li>Achieving standard and provide additional testing documentation or automation.</li> </ul>	
<b>5. Implementation</b>	<ul style="list-style-type: none"> <li>Completed solutions to be forwarded to relevant person/s for implementation.</li> <li>A post review will be conducted of implemented solutions with users for projects and large jobs.</li> </ul>	5%
	<b>Below Standard:</b> <ul style="list-style-type: none"> <li>Not achieving standard</li> </ul> <b>At Standard:</b> <ul style="list-style-type: none"> <li>Solution output achieving the desired results, set objectives, within budget and timeframe.</li> <li>Positive feedback from ITS Team and Managers as appropriate.</li> </ul>	

	<b>Above Standard:</b> Achieving standard and exceed objectives, and reduce budget or implementation timeframes	
<b>6. User Support</b>	<ul style="list-style-type: none"> <li>• Provide support to users of new or changed solutions.</li> <li>• Advice &amp; training where required.</li> </ul>	5%
	<b>Below Standard:</b> <ul style="list-style-type: none"> <li>• Not achieving standard</li> </ul> <b>At Standard:</b> <ul style="list-style-type: none"> <li>• Positive feedback from ITS Team, relevant Managers and associates as appropriate</li> </ul> <b>Above Standard:</b> <ul style="list-style-type: none"> <li>• Achieving standard and provide additional training or knowledge transfer.</li> </ul>	
<b>7. Self-Management</b>	<ul style="list-style-type: none"> <li>• Plan and manage own workload.</li> <li>• Work effectively without supervision.</li> <li>• Prioritise tasks and manage time and resources to achieve desired results on time, within budget and to required standard.</li> <li>• Communicating on issues or problems in a timely fashion to appropriate team members.</li> <li>• Participate in relevant training programmes, coaching and teaching others, and learning from others who are teaching.</li> </ul>	5%
	<b>Below Standard:</b> <ul style="list-style-type: none"> <li>• Not achieving standard</li> </ul> <b>At Standard:</b> <ul style="list-style-type: none"> <li>• Timesheets completed in timely fashion</li> <li>• Feedback from Development Manager and other managers and staff is positive.</li> <li>• Desired results achieved on time, within budget and to required standard.</li> <li>• Self and team learning optimised.</li> </ul> <b>Above Standard:</b> <ul style="list-style-type: none"> <li>• Achieving standard and regularly take on additional responsibilities/work load.</li> </ul>	
<b>8. Working as a Team</b>	<ul style="list-style-type: none"> <li>• Work effectively as a team member regularly liaising with others. Sharing ideas and knowledge.</li> <li>• Providing and receiving critical peer reviews</li> <li>• Providing process feedback</li> </ul>	5%
	<b>Below Standard:</b> <ul style="list-style-type: none"> <li>• Not achieving standard</li> </ul> <b>At Standard:</b> <ul style="list-style-type: none"> <li>• Feedback from Development Manager and other managers and staff is positive.</li> <li>• Desired results achieved on time, within budget and to required standard.</li> <li>• Self and team learning optimised.</li> </ul> <b>Above Standard:</b>	

	<ul style="list-style-type: none"> <li>Achieving standard and provide significant contribution in direction, feedback, communication and cooperation within the team</li> </ul>	
<b>9: Compliance, &amp; Health &amp; Safety</b>	Understand and adhere to all compliance requirements, internal & external, that govern the company's activities, including: <ul style="list-style-type: none"> <li>Comply with all legal requirements that impact upon your role</li> <li>Comply with all Health &amp; Safety guidelines and procedures.</li> <li>Comply with Mitre 10 (NZ) Ltd policies and procedures</li> <li>Work in a safe manner and follow all safety procedures</li> <li>Report hazards, incidents and work related injuries / accidents promptly in accordance with company Health &amp; Safety policy</li> <li>Participate in the Health and Safety Hazard awareness process</li> </ul>	
<b>Performance Standards</b>	<p><b>Below Standard:</b> Non-compliance with any Health &amp; Safety policies or procedures. Unethical or illegal activity.</p> <p><b>At Standard:</b> Compliance and no avoidable incidents. Honesty and fairness in all activities. Observation of Manager</p> <p><b>Above Standard:</b> Proactive in implementing suggestions and ideas.</p>	
<b>10: General</b>	<ul style="list-style-type: none"> <li>Ensure Mitre 10 Group policies and best practices are adhered to.</li> <li>Be a role model for the company's values: Customer Driven; Honest and Fair; One Team; Down to Earth; Strive for Excellence</li> <li>Pursue opportunities for personal development and improvement.</li> <li>Undertake any other duties or responsibilities your Manager feels are appropriate given your role and skills.</li> </ul>	

WORKING RELATIONSHIPS	
Frequent People Contact	Nature of Contact and Why
<ul style="list-style-type: none"> <li>IT (Primarily)</li> <li>Marketing</li> <li>Merchandising</li> <li>Finance</li> <li>Store Systems</li> <li>HR &amp; Training</li> <li>Store Users</li> </ul>	<ul style="list-style-type: none"> <li>Internal and external stakeholders, colleagues and peers.</li> <li>Collaboration, communication and understanding end-user / application requirements</li> <li>Hardware and Infrastructure requirements</li> <li>Supporting implementations</li> </ul>

CHALLENGES AND COMPLEXITIES IMPACTING THE OPERATION OF THIS ROLE	
External Environment (economic climate, competitor activity, ownership):	<ul style="list-style-type: none"> <li>Work with external stakeholders (i.e. third party developers)</li> <li>Work directly / indirectly with end-users at store level (Membership)</li> <li>Highly competitive industry requiring excellent commercial acumen and business planning skills</li> </ul>
Other challenges or complexities that may impact on the ability to deliver outcomes	<ul style="list-style-type: none"> <li>Budget constraints</li> <li>Shifting business priorities</li> <li>Working collaboratively with other internal stakeholders to drive successful outcomes for the</li> </ul>

	<p>business, and balancing the needs of other internal requirements.</p> <ul style="list-style-type: none"><li>• Contribution to several projects at one time</li><li>• Ability to deliver complex issues and resolutions to team members in non-technical roles</li></ul>
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POSITION HOLDER SPECIFICATIONS	
Qualifications preferred	<ul style="list-style-type: none"> <li>• Tertiary qualification in Applications Development would be an asset</li> <li>• Proven skills in Powerflex, Dataflex or 4GL programming – minimum 5 years required</li> <li>• Experience in relational databases</li> <li>• A good working knowledge of Information Systems</li> <li>• Experience with Unix/Linux development environments</li> <li>• Comfortable with VI editor and Unix command line</li> <li>• Proven skills in scripting languages</li> <li>• Some project management skills</li> </ul>
Total years of development experience required	5+ years
Technical skills required (e.g. advanced excel)	<p>Expert Knowledge of:</p> <ul style="list-style-type: none"> <li>• 4GLprogram languages ideally Powerflex / Dataflex</li> <li>• Scripting languages such as BASH, Python, Perl</li> <li>• MySQL or similar relational DB</li> <li>• Unix operating system</li> <li>• Console text editors (VI / Emacs)</li> </ul> <p>Operational knowledge of:</p> <ul style="list-style-type: none"> <li>• REST Webservices</li> <li>• Jira, Confluence, Bamboo</li> <li>• Postscript, Printer languages</li> </ul> <p>Methodologies and Techniques:</p> <ul style="list-style-type: none"> <li>• Agile and waterfall development methodologies</li> <li>• Automated testing</li> <li>• Performance tuning</li> <li>• Code quality tools and methods</li> <li>• Implementation and operation of monitoring, alerting and centralized logging systems</li> </ul>
Competencies required:	<ul style="list-style-type: none"> <li>• Retail / Accounting Experience desirable</li> <li>• Target focused and goal oriented</li> <li>• Demonstrates willingness to support team members</li> <li>• Prepared to go the extra mile for customers and the team</li> <li>• Committed to producing high quality work</li> <li>• Demonstrates good time management and ability to work autonomously</li> <li>• Displays ability to work under pressure and commitment to meet deadlines</li> <li>• Open to learning new things</li> <li>• Friendly and works well with others</li> <li>• Displays dedication and conscientiousness</li> </ul>

## ORGANISATIONAL STRUCTURE

