

POSITION IDENTIFICATION

Job title:	Associate Developer
Reporting to:	<insert supervisor's title>
Hours:	Full time
Location:	Sydney based role but travel may be required subject to client demands

ROLE & RESPONSIBILITIES

At C Smart International a developer is expected to be flexible and perform a variety of duties depending on the client/project need. This typically includes a variety of activities and responsibilities throughout the systems integration life cycle. A developer is also a consultant and is expected to conduct their duties as a service provider.

Key activities and responsibilities may include:

- ***Solution Development and Delivery***
 - Assists in the design, coding, and testing of technical solutions
 - Understands standard systems development lifecycle processes and applies our methodology effectively on client engagements
 - Applies knowledge of industry trends and developments to improve service to our clients

- ***Project Execution***
 - Ensure timelines and budgets are met, and oversee the implementation of a new system
 - Work within strict deadlines and often aggressive timeframes
 - Understands project plans and is able to clearly articulate roles, project goals, and timelines
 - Takes input from supervisor and appropriately and accurately applies comments/feedback
 - Adheres to project standards defined by project management
 - Adheres to coding standards defined by technical management
 - Accurately employs our development tools
 - Accurately employs appropriate methodology and documentation tools
 - Proactively carries out project support /administrative functions

- Establishes responsible deadlines and personal work plans and manages time effectively
- Support and perform processes that provide quality assurance. (ISO 9001 compliance)
- **Application Maintenance**
 - Maintain existing systems plus analyse, design and develop enhancements according to requirements
 - Perform program/release testing programs plus comply with and maintain test documentation and procedures
 - Comply with Release Management procedures, Configuration Management procedures and programming standards
 - Contributes new and alternate views on system improvements with options to progress and consequent advantages and disadvantages
- **2nd & 3rd Level Support**
 - Respond in a timely and appropriate manner to 2nd and 3rd level Service Desk requests
 - Comply with established CAMM2 support process and procedures and advise on the enhancement of these if found to be lacking
 - Develop repeatable solutions to Service Desk requests
 - Undertake root cause analysis of issues raised via Service Desk requests
- **Internal Operations**
 - Accurately completes and submits time and expense reports in a timely manner
 - Accurately completes and submits status reports in a timely manner
 - Complies with all our policies and procedures
- **Development and Career Management**
 - Understands the professional development process and becomes actively involved by setting challenging goals and meeting them through continuous learning
 - Seeks input from mentors and supervisors
 - Actively applies feedback received to day-to-day work and strives to improve performance
- **Consulting**
 - Focuses on the relationship specifically understanding the personality and expectations of client, client organization and all other stakeholders
 - Analyze the IT requirements of the company and give suggestions of what technology they need to use
 - Train the employees in a new

- Providing adequate suggestions on strategic planning and operational efficiency
- Provide support and provision of backup to various types of professionals
- Accurately estimating costs of systems integration
- Work in a dynamic environment where he/she needs to have more knowledge about the IT industry and should have the necessary project management skills like analytical, problem solving and good communication skills

COMPETENCIES REQUIRED

- The following competencies are required for this position:

Communication	<ul style="list-style-type: none"> ● Listens to others and accepts input from team members ● Clearly articulate ideas and thoughts verbally ● Accurately prepares written business correspondence that is coherent, grammatically correct, effective and professional ● Building rapport ● Relationship building
Facilitation and negotiation	<ul style="list-style-type: none"> ● Strong facilitation skills. Must be able to elicit requirements from various personalities across organizational and geographical boundaries ● Influencing ● Proven experience at driving consensus across multiple stakeholders
Team work	<ul style="list-style-type: none"> ● Establishes harmonious working relationships with team members ● Appreciates each team member's contributions and values each individual member
Problem solving	<ul style="list-style-type: none"> ● Proposes solutions to problems and considers timeliness, effectiveness, and practicality in addressing client needs ● Generates innovative solutions by approaching problems with curiosity and open mindedness, using existing information to its fullest potential

	<ul style="list-style-type: none"> • Digging deeper and deeper until the true situation is uncovered and the real problem has been defined • Sifting through masses of often conflicting data and determining which is relevant and which is not and presenting the results of the analysis in a form suitable for the relevant stakeholders • Challenging received wisdom at every turn: Why do you do this? What value does it add? Where is it done? How is it done? Who is or should be responsible? When should it happen?
Self Management	<ul style="list-style-type: none"> • Hard working and innovative • Able to work with minimal supervision
Planning and organising	<ul style="list-style-type: none"> • Spends time upfront planning and prioritizing tasks • Seeks clarity of priorities as required
Technology	<ul style="list-style-type: none"> • Relational Databases • Understands basic relational database concepts • Confidently writes the four basic SQL statements • Possesses knowledge of various database access methods • Programming Languages • Possesses working knowledge of at least one structured programming language • Exhibits proficiency in HTML and one scripting language • Possesses basic knowledge of XML/XSL • Architecture • Demonstrates basic knowledge of object and component methodology and technology • Possesses basic knowledge of classes, components, objects, and interfaces. • Recognizes the fundamental differences between the various internet browsers
Learning	<ul style="list-style-type: none"> • Manages own learning

	<ul style="list-style-type: none"> • Has a drive for continuous learning
Initiative and enterprise	<ul style="list-style-type: none"> • Sees the bigger picture and strives to align tasks to bigger picture objectives • Identifies opportunities
Leadership	<ul style="list-style-type: none"> • Displays a positive attitude • Demonstrates flexibility in day-to-day work • Sets high standards of performance for oneself • Possess the ability to inspire and motivate others • developing a vision, taking ownership of that vision and ensuring the actions to achieve that vision are implemented
Client Management	<ul style="list-style-type: none"> • Values internal and external clients and responds to their needs as they arise • Establishes effective working relationship with clients • Follows established communication guidelines • Uses good judgment in what and how to communicate with clients
Flexibility	<ul style="list-style-type: none"> • Must be flexible and willing to undertake a wide variety of challenging tasks • Adaptability to change to embrace the continuous changes in IT

EDUCATION & QUALITIFICATIONS

Bachelor degree in computer science/information technology, or higher qualification.