The purpose of this position is to work as a member of the Applications team to develop, manage and support the large number of GNS Science developed applications and management information systems, ensuring their integrity, security, ease of use and high availability to users. These applications include several nationally significant geoscience databases, a range of smaller publicly available science databases and corporate applications used by all staff.

Position priorities and responsibilities

Applications Development

- Perform business analysis for development projects including liaising with GNS Science staff, running requirements gathering meetings, analysis and documentation of requirements
- Design and develop specifications for applications, including data models, as required for the development process
- Develop code and unit test applications to support the operations of GNS Science providing technical assistance where appropriate
- Test and document applications and provide training to staff
- Lead the assessment, analysis planning and design of release packages, including assessment of risk. Liaise with business and IT staff on release scheduling and communicate progress. Deploy with minimal disruption to the operations of GNS Science
- Comply with GNS Science development standards
- Contribute to making GNS Science’s software and data secure by:
  - identifying reporting and assisting to eliminate Info Sec risks;
  - and promoting a culture where InfoSec is given priority

Support and Maintenance

- Manage and resolve faults, problems and queries, ensuring they are prioritised and dealt with in a timely manner
- Provide peer review and support to colleagues
- Participate in workshops on specific areas of knowledge for the Applications team and the wider GNS Science development staff
- Identify and resolve issues that may affect the successful delivery of applications and service

Team Work

- Work effectively as a member of the Applications Team to support other team members and provide coverage of functions
- Be an active participant in the agile software development lifecycle, working across the team to ensure features and improvements are implemented in a manner suitable for intended use cases
- Keep abreast of developments by scanning the external trends, best practice and opportunities and share insights with the team and wider organisation
- Work with other team members on projects; this may include taking the lead
- Support a positive culture and morale

Other

- Build effective working relationships with dataset owners and key end users
- Undertake projects as directed by your manager as and when required

Responsibilities of all staff

- Comply with all GNS Science policies and procedures.
- Contribute to making GNS Science a healthy and safe place to work by complying with the responsibilities and accountabilities outlined in the Health and Safety Management System Framework.

The responsibilities of this position will change over time to respond to changing needs. The incumbent will need the flexibility to adapt and develop as the company and its environment evolves.

Key working relationships

Internal:
- Applications Team, Information Services Department, database owners, research scientists, management and support staff.

External:
- GNS customers and collaborators, software vendors.

Person specification

Skills, knowledge and attributes

- Good working knowledge of web technologies such as HTML, HTTP, CSS, Javascript
- Good working knowledge of Java, Java frameworks and web services
- Ability to build effective working relationships
- Clear communication skills
- Ability to work independently
- Excellent problem-solving skills
- A self-starter
- Knowledge of DevOps
Experience

Essential:
- Proven experience in requirements elicitation and analysis techniques.
- Proven industry experience of developing effective web-based and database centric systems, architectures and technology with experience of systems and data integration using modern technologies.
- At least 5 years Java & Javascript development
- Working knowledge of Tomcat, Linux
- Strong knowledge of relational database technologies (Oracle/PostgreSQL) and SQL
- Worked within an Agile methodology environment
- The ability to work independently

Desirable:
- GIS and Spatial database experience including Geoserver and the ESRI product suite
- Experience with Spring MVC frameworks

Qualifications

Essential:
- IT qualification or equivalent industry experience.

Desirable:
- A relevant tertiary or technical qualification.

Competencies

The following competencies are expected of all staff:

► **Results Orientation**: The ability and commitment to achieve effective results, and work towards or exceed agreed goals.

► **Business Focus**: The ability and desire to apply appropriate principles and practices to maximise revenue, minimise cost, while meeting our obligations.

► **Relationship Management**: The ability and commitment to develop and maintain effective relationships with groups and individuals.

► **Communication**: The ability to express thoughts and ideas clearly and consistently (orally and in writing).

► **Innovation and Initiative**: The ability and commitment to seek and use better ways of doing things (to improve personal and GNS Science performance).

► **Teamwork**: The ability to establish and maintain effective and cooperative relationships.

► **Professional Integrity**: Act in a manner that conveys high personal and professional standards.

► **Technical Expertise**: The ability to maintain and develop technical expertise.

► **Leadership and Management Skills**: The ability to inspire others to achieve desired results and to develop and enable others to realise their full potential.