



## Position Details

### Technical Services- CSOF6

#### THE FOLLOWING INFORMATION IS FOR APPLICANTS

<b>Advertised Job Title</b>	Senior Software Developer
<b>Job Reference</b>	100787
<b>Tenure</b>	Indefinite
<b>Salary Range</b>	AU\$131,113 - AU\$153,639 per annum (pro-rata for part-time) plus up to 15.4% superannuation
<b>Location(s)</b>	All AU CSIRO Sites in Major Cities will be considered
<b>Relocation Assistance</b>	Will be provided to the successful candidate if required
<b>Applications are open to</b>	Australian Citizens Only
<b>Position reports to the</b>	Manager of DMA team (Michael Guscott)
<b>Client Focus – Internal</b>	100%
<b>Client Focus – External</b>	0%
<b>Number of Direct Reports</b>	0
<b>Enquire about this job</b>	Michael Guscott / GUS006 - <a href="mailto:Michael.Guscott@csiro.au">Michael.Guscott@csiro.au</a>
<b>How to apply</b>	<p>Apply online at <a href="https://jobs.csiro.au/">https://jobs.csiro.au/</a></p> <p>Internal applicants please apply via <b>Jobs Central</b></p> <p>If you experience difficulties when applying, please email <a href="mailto:careers.online@csiro.au">careers.online@csiro.au</a> or call 1300 984 220.</p>

### Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](#).

### Child safety

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](#).

## Role Overview

The Data Management and Applications (DMA) team, part of CSIRO's Information Management and Technology (IMT) group, delivers software solutions that enable the effective management of CSIRO's research outputs—publications, data collections, and more. Our portfolio includes in-house applications, customised platforms, and hosted commercial tools. We work in an agile environment, driven by continuous improvement and a culture that encourages innovation, autonomy, and purposeful delivery.

The role of the Software Developer within the DMA team is to design, build, and maintain new software products, as well as support and enhance existing solutions.

As a member of this collaborative, interdisciplinary team, you'll work closely with business analysts, developers, testers, infrastructure specialists, data librarians, executive managers, and a variety of stakeholders to shape and deliver high-impact solutions.

To thrive in this role, you'll need to contribute meaningfully to projects aligned with CSIRO's strategic and operational priorities. You should be comfortable working independently, show strong initiative, and collaborate effectively with others in a fast-paced, agile setting.

## Duties and Key Result Areas:

- Develop software to satisfy business requirements (Agile stories).
- Undertake unit testing of developed code and debug code.
- Co-ordinate and participate in code reviews and specification reviews.
- Contribute to our continuous delivery implementation
- Provide technical advice that is aligned with overall solution designs, architecture and frameworks.
- Lead a software development project team as required.
- Contribute positively to stimulate and promote a team approach and develop sound working relationships with application users and business owners.
- Complete assigned programming and analysis tasks as specified by due dates.
- Produce and maintain systems documentation.
- Keep management and other team members informed of progress and issues.
- Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
- Work collaboratively as part of a regionally dispersed, multi-disciplinary team.
- Adhere to the spirit and practice of CSIRO's Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
- Other duties as directed.

## Required Competencies:

- **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
- **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
- **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
- **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
- **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
- **Adaptability:** Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## Selection Criteria

### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

- 8+ years experience in developing software applications coupled with relevant tertiary qualifications in IT or equivalent relevant work experience.
- Experience with one or more programming languages, preferably including one of Java, Python, Groovy or Javascript/Typescript
- Experience with both front-end and back-end component development for web-application systems, including REST API development.
- Experience with web development framework such as Angular, Vue, React, etc.
- Knowledge and experience working in an Agile-Scrum software development including the use of JIRA (tasks) and Confluence (Wiki).
- Demonstrated high-level SQL and data modelling skills.
- Demonstrated ability to assess, analyse and resolve issues and provide technical advice to team members, management and clients.
- Excellent communication skills, including an ability to work collaboratively across multi-disciplinary project teams and communicate with staff and clients at all levels.
- Demonstrated experience with containerised application development and deployment using Kubernetes (K8s), Docker, and infrastructure-as-code tools such as Terraform or Helm, including an understanding of secure DevOps practices and deployment pipelines.

- Proven track record as a formal technical lead on significant software development projects (12+ months), including responsibility for architectural decision-making, mentoring junior developers, and delivering outcomes within agile product teams.

**Desirable:**

- Experience developing systems with high throughput requirements for relational & file-based data processing.
- Experience with systems that deal with a significant data scale/magnitude (i.e. Terabytes, Petabytes).
- Experience with cloud or on-premises object storage e.g. S3.
- Experience building java web apps focussed on discovery and access of research data;
- Experience with Spring or Grails frameworks.
- Experience with Hibernate/JPA.
- Experience building systems integrations and interfaces to external systems e.g. consuming REST webservice.
- Understanding/appreciation of scientific collections and data management.
- Experience with continuous integration tools.
- Experience with Docker and Kubernetes.

### **Special Requirements**

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting 1 level.

### **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](#)!