Position Details

Technical Services - CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised job title	Senior Software Developer
Job reference	101359
Tenure and work schedule	Indefinite, Full-time We will explore options for part-time, job-share and flexible work arrangements based on needs of the role and individual circumstances.
Salary range	AU$118,102- AU$127,808 per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s) and office arrangements	All AU CSIRO Sites
Relocation assistance	Will be provided to the successful candidate if required
Applications are open to	Australian Citizens Only
Position reports to the	DMA Development Team Lead
Client focus – Internal	00%
Client focus – External	0%
Number of direct reports	0
Enquire about this job	Contact Michael Guscott via email at Michael.Guscott@csiro.au
Support and workplace adjustments	We offer a range of reasonable supports and workplace adjustments. Please let us know via email Sarah.lyons@csiro.au we can help you to equitably participate in our recruitment process or the role itself.
How to apply	Apply online at https://jobs.csiro.au/ Internal applicants please apply via **Jobs Central** If you experience difficulties when applying, please email careers.online@csiro.au

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.

About CSIRO

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world's largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and Indigenous Australia, Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit CSIRO.au for more information.

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 Senior 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, debug, and contribute to integration testing.
- Participate actively in code reviews and specification reviews, providing constructive feedback to peers.
- Contribute to continuous delivery and DevOps practices, including build, test, and deployment automation.
- Provide technical input aligned with established solution designs, architecture, and frameworks.
- Contribute to technical design discussions within product teams, influencing approaches to solution development.
- Complete assigned programming and analysis tasks to agreed quality standards and deadlines.
- Produce and maintain accurate systems and technical documentation.
- Communicate clearly with management and team members on progress, risks, and issues.
- Respond courteously and efficiently to client requests, maintaining clear communication regarding expectations and outcomes.
- Work collaboratively as part of a regionally dispersed, multi-disciplinary Agile team.

- Contribute positively to team culture, promoting collaboration, knowledge sharing, and professional working relationships.
- 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.

Selection criteria

Essential

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

1. 6+ years' experience in developing software applications, coupled with relevant tertiary qualifications in IT or equivalent relevant work experience.
2. Demonstrated experience designing and building both front-end and back-end components for web application systems, including REST API development.
3. Proficiency in Java and JavaScript/TypeScript.
4. Experience with Java Spring, Spring Boot and Hibernate ORM.
5. Experience with at least one modern front-end framework (e.g., Angular, Vue, React) and associated toolchains.
6. Strong SQL and data modelling capability to support application development, troubleshooting, and performance optimisation.
7. Demonstrated experience with containerised application development and deployment (e.g., Docker, Kubernetes) and infrastructure-as-code tools (e.g., Terraform, Helm).
8. Experience working in Agile software development environments, including the use of JIRA (task tracking) and Confluence (documentation/wiki).
9. Proven ability to assess, analyse, and resolve technical issues, with a track record of providing practical advice and solutions to colleagues, managers, and clients.
10. Strong familiarity with secure DevOps practices, deployment pipelines, and continuous integration/delivery.
11. Excellent communication and collaboration skills, with the ability to work effectively across multi-disciplinary project teams and liaise with enterprise IT groups (DBA, Cyber Security, Web Hosting, etc.).

Desirable

1. Interest in space science is highly desirable.
2. Experience contributing to technical design discussions and influencing solution approaches within Agile product teams.
3. Exposure to developing systems with high throughput or large-scale data requirements (terabytes or more).
4. Experience with cloud or on-premises object storage (e.g., S3) and associated access patterns.
5. Experience integrating systems and consuming external REST web services.

6. Knowledge of research data management practices or experience supporting scientific applications.

7. Demonstrated experience optimising build and deployment processes using CI/CD pipelines.

8. Recognition for mentoring or supporting junior developers, even informally, within project or product teams.

Not sure if you need all the criteria?

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don't let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

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:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.

- **Resource management/leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.

- **Judgement and problem solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.

- **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.

- **Adaptability:** Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

Setting you up for success

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email Sarah.lyons@csiro.au if we can help you to equitably participate in our recruitment process or the role itself.

Life at CSIRO and flexible working arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, benefits and career development opportunities. To learn more, visit Careers at CSIRO.

We celebrate the uniqueness of our workforce and are committed to creating diverse and inclusive teams where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit, and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

CSIRO values

CSIRO is a values-based organisation committed to values-based leadership.

Value	Descriptor	Behaviour
People first	Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences.	• Respectful • Caring • Inclusive
Further together	We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems.	• Accountable • Authentic • Courageous
Making it real	We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change.	• Partnering • Cooperative • Humble
Trusted	We're driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia's trust in CSIRO.	• Curious • Adaptive • Entrepreneurial

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.

Special requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

- The successful candidate will undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting level 1.