# Position Details

## Research Projects – CSOF4

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| The following information is for applicants |
| Advertised Job Title | Software Developer – Delphi (2 roles available)  |
| Job Reference | 77051 |
| Tenure | * Specified term of 2 years – Full time
* Specified Term of 3 years – Part time (0.5 FTE or 20hrs/week)
 |
| Salary Range | AU$85,361 to AU$ 96,573 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Clayton, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents
* Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible candidates)
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| Position reports to the | Group Leader, Engineering & Development |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Anthony Wright via email at anthony.wright@csiro.au or phone 0412 812 708 |
| 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 or call 1300 984 220. |

### Role Overview

Research Projects staff in CSIRO collaborates in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

CSIRO’s ‘Building Simulation, Assessment and Communications’ Group develops and supports software used to demonstrate compliance with Construction Code standards under the Nationwide House Energy Rating Scheme. In this capacity, CSIRO supports more than 600 energy raters and over $50 billion in construction activity per year. The Software Developer role supports senior project staff to develop the key software assets that support this work.

Based at the CSIRO site at Clayton (Victoria), the Software Developer will be working in Australia's national science institution, interacting with some of Australia's largest industries, meeting with researchers and scientists from around the world, and delivering practical solutions to challenging, complex and rewarding problems. The team consists of Computer Scientists, Software Engineers, Engineers and Data Scientists, who design, build and deliver the technologies that model energy consumption and create outstanding user experience.

### Duties and Key Result Areas:

* Work in a team of Software Engineers and Research Scientists on developing CSIRO’s core energy modelling tools. In particular,
	+ Maintaining and updating CSIRO’s suite of Delphi house energy rating software tools AccuRate and AusZEH Design.
	+ Developing new functions for AccuRate and AusZEH Design.
	+ Working with Senior Research Scientists to develop experimental software models.
	+ Assisting in the transition from desktop application to Microsoft Azure hosted Saas for CSIRO’s key software tools.
* With guidance from Senior Engineers, work with stakeholders to understand system requirements, develop and test software solutions, and provide system support as required.
* Develop and document software that is used by our researchers and our external clients.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Under general direction, participate in planning projects and accept responsibility for the scheduling and completion of major parts of projects, including allocating and directing tasks where appropriate.
* Provide coaching, on-the-job training and instruction to colleagues on activities pertaining to the immediate work area and responsibilities, allocate activities, direct tasks and manage resources to meet objectives as required.
* Adapt and/or develop original software in support of existing and further research, promptly addressing where methods may not be defined, and initiative is required in seeking new approaches to meet technological needs.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Required Competencies:**

1. **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.
2. **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.
3. **Resource Management/Leadership:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
6. **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.

## **Selection Criteria**

#### Essential

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

1. Bachelor’s degree or equivalent relevant work experience in Computer Science or equivalent.
2. Recent work experience with the following;
* Delphi 7
* Microsoft SQL Server
* Cloud – Microsoft Azure
* Source control system (e.g., SVN/Bitbucket)
1. Demonstrated experience developing commercial software tools related to building energy simulation.
2. Experience and understanding in the residential energy efficiency, energy rating, thermal performance modelling or other similar domain.

## **Desirable:**

1. Recent work experience with the following;
* Microsoft .NET Framework
* C# Programming Language
* ASP.NET MVC 5
* HTML
* JavaScript
* Python
* Understanding of TDD (Test Driven Development) methodologies
1. Experience working for an Australian Government organisation.

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.

* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e., IELTS test) – https://ielts.com.au/

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

Find out more about CSIRO [Energy](https://www.csiro.au/en/Research/EF)