# Position Details

## Research Projects- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Front End Software Engineer |
| Job Reference | 94197 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$105,806 - AU$114,500 per annum - plus up to 15.4% superannuation |
| Location(s) | Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Huy Pham |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Huy Pham via email at huy.pham@csiro.au |
| 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. |

**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](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

**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](https://www.csiro.au/en/about/policies/child-safe-policy).

### Role Overview

The Science Realisation team is seeking a talented front end software engineer to help deliver positive economic, environmental and societal impact by transitioning CSIRO’s research and technology through web applications.

We believe that even the most complicated research can be made accessible to and understandable by anyone. We work in multidisciplinary teams comprising of scientists, engineers, UX designers and product managers to develop impactful technology in a range of domains. Projects that we are currently working on include:

* [1622™WQ](https://wq.1622.farm/): tools for sugarcane farmers to help the Great Barrier Reef,
* [Data Clearing House](https://products.csiro.au/senaps/smart-buildings-improving-operational-performance/): a platform to manage IoT sensor data for more efficient energy use in smart buildings,
* [‘Blue carbon’ project:](https://www.csiro.au/en/news/all/news/2022/november/csiro-dfat-and-google-australia-announce-blue-carbon-project-at-cop27) an app to help scientists understand seagrass carbon absorption for climate resilience in the Indo-Pacific,
* [My Climate View](https://myclimateview.com.au/): providing Australian farmers with tailored insights into their changing climate

As a member of the Science Realisation team, you will be given a high degree of autonomy to find elegant solutions to interesting problems. We work in an open, collaborative environment with flexible hours and a focus on continuous learning. We typically work with Typescript, ReactJS and AngularJS; however we are not dogmatic about our technology choices and will use the most appropriate tool for the problem at hand.

### Duties and Key Result Areas

* Design, develop, deploy and maintain web applications and services
* Work with customers to understand their needs and make sure they are met
* Collaborate effectively with engineering, research, UI/UX and business teams
* Contribute to CSIRO’s engineering discipline by promoting the effective use of software development tools, practices and culture
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practise, 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 objective
* 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

## **Selection Criteria**

#### Essential

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

1. Relevant bachelor’s degree or equivalent relevant work experience in software engineering.
2. Experience in web front end development, including HTML, CSS, JavaScript and single-page app frameworks
3. Familiarity with REST APIs
4. Demonstrated experience with contemporary software development tools and practises: version control, unit testing, automated testing, issue tracking
5. Sound interpersonal skills as evidenced by the ability to work effectively and collaboratively within and across teams
6. Good judgement as applied to the identification and successful resolution of complex (technical and non-technical) problems and issues

*To be appointed at the higher salary range, the candidate will have:*

1. At least 3 years of professional software development experience
2. Significant expertise in web front-end development

**Desirable**

1. Varied programming language paradigms, including object-oriented and functional programming
2. Cloud DevOps and container technologies (we deploy to AWS ECS and GCP)
3. Experience in at least one of the following back end languages: Python, Kotlin, Scala, Java
4. Expertise in the design and use of REST APIs
5. Expertise in relational, NoSQL, time series or spatial databases
6. Continuous integration/continuous deployment (Jenkins, Gitlab, Buildkite)
7. Agile project management

## **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 team 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.

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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Data61](https://data61.csiro.au/) for more information.

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

* People First
* Further Together
* Making it Real
* Trusted