

# Developer

**Business Unit:** Technology

**Reporting to:** Head of Software Development

**Direct Reports:** N/A

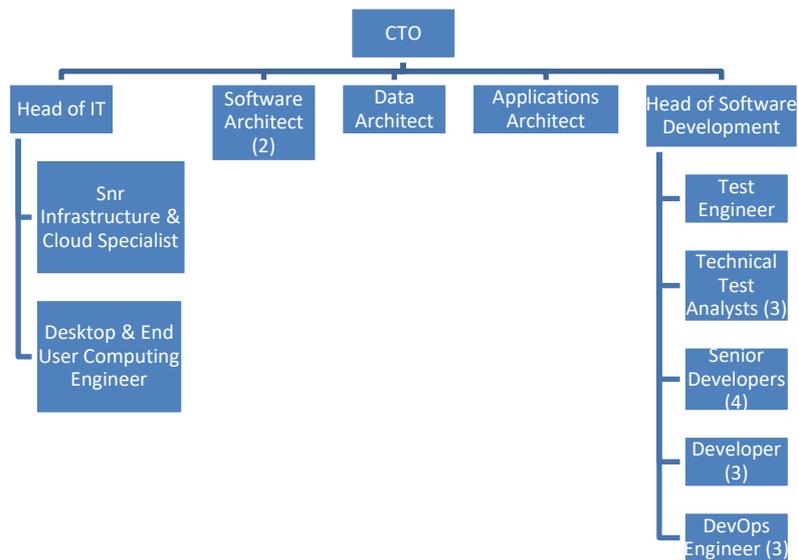
**Date Created:** November 2018

## Purpose of the position

The purpose of the Developer role is to work as part of the Software Development Team to deliver LNZN's key business projects. The Developer role will work closely with other business units within Loyalty NZ to implement solutions to fulfil business requirements. The Developer plays a key role in ensuring solutions adhere to the Loyalty NZ coding and quality standards.

## Organisational position / Virtual Team

The role of Developer reports directly to the Head of Software Development and has a very strong working relationship with the Architecture team and Product owners.



## Key Responsibilities

1. Provides Technical input for Applications delivery, including but not limited to:
  - Developing, implementing and subsequently providing support for applications that deliver Loyalty New Zealand's Business.
  - Reviewing Software releases to ensure quality
  - Keeps up to date with new technologies and new technology trends
2. Development Process
  - Delivery of software using agile practices and following LNZN's release process.
  - Maintains strong links with the Business, particularly Product Managers, to ensure that IT implements technology that enables the delivery of our business strategy.
3. Focuses on and contributes towards continuous improvements within the workplace through improving activities and processes to make things Easier, Better, Faster and Cheaper.
  - Continuously monitors internal processes, both front and back office to identify areas for process improvement
  - Continuously seeks out new tools and technologies to improve delivery of software solutions.
  - Works with the Architects to help develop an applications platform roadmap to ensure that LNZN has the most cost effective IT platform upon which to deliver its services
4. Building effective teams
  - Works effectively as part of a team to ensure timely delivery of software projects and deliverables.
  - Driven to achieve their objectives and deliver on their commitments.

## Health & Safety

All of our people have a responsibility for their own and others safety and wellbeing. This includes following all safety and wellbeing procedures and instructions, including reporting hazards, incidents and accidents and participating in safety and wellbeing initiatives and programmes as required.

## The Loyalty Way

1. Focuses on and contributes towards continuous improvements within the workplace through improving activities and processes to make things Easier, Better, Faster and Cheaper.
2. Contributes towards, and promotes, The Loyalty Way, LNZN's values and the achievement of our desired work environment; specifically, an environment that stimulates individual, team and organisational growth and achievements, and encourages our people to think and behave in ways that achieve their goals through co-operative efforts.
3. Establishes and maintains effective relationships:
  - Develops and fosters good proactive working relationships with all internal and external contacts.
  - Ensures suppliers of goods and services conform to the standards of business ethics adopted by LNZN.

- Operates a methodical round of contacts with other business collaborators to share market and other information of mutual interest.
4. Leads and/or contributes to specific Fly Buys projects.
  5. Undertakes additional responsibilities and activities, as and when requested and as mutually agreed with your leader.

## Physical demands of the role

This is not a physically demanding role

## Most challenging parts of the role

1. Adapting to shifting priorities
2. Managing conflicting deadlines
3. Integration with legacy systems

## Key Functional Relationships

Internal:	Reports to Head of Software Development. Collaborates with colleagues in the wider technology team. Must have an effective working relationship with other LNZN functions and staff members
External:	Fly Buys Shareholders Fly Buys Clients Fly Buys Customers Media, marketing, advertising agencies Accountants, Auditors, Legal Suppliers of goods and services Other external Contractors and Suppliers engaged from time to time, and other businesses

## Working environment

1. Open plan layout and moderate amount of noise that goes with it
2. Very little if no travel required
3. Standard office equipment

## Delegations of Authority

Capital Expenditure:	\$0.00
Operational Expenditure:	\$0.00
Authorisation to Hire:	N/A
Authorisation to sign Contracts:	N/A

## Responsible for:

Number of Staff:	N/A
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Budget: \$0.00

Revenue: \$0.00

## Appraisal and Performance Criteria

Formal appraisal will occur at least annually or more frequently when performance plans are re-negotiated. Performance will be measured against the performance plan negotiated at the beginning of the reporting period and against the other responsibilities identified above.

This job is being carried out successfully when all responsibilities are being met.

## Person specifications

### Qualifications

Preferred: Undergraduate qualification with a major in computer science/IT or equivalent commercial experience

### Experience & Knowledge

Essential:

- 2 years' experience in related field
- Experience developing using Ruby / Ruby on Rails
- Demonstrable experience on a number of Agile projects
- Demonstrated experience writing unit/integration tests using testing frameworks e.g. RSpec, MiniTest, Capybara
- An understanding of various coding methodologies/practices and design patterns
- Experience working with relational databases
- Passionate about writing clean, readable and maintainable code
- Familiarity with HTML, CSS, JavaScript and javascript client-side libraries (such as JQuery)
- Familiar with version control systems e.g. Git, SVN, etc

Preferred:

- Knowledge of other programming languages
- Integration experience with legacy systems
- Familiar with Javascript libraries and frameworks e.g. React, Angular, Ember, Vue
- Experience with PostgreSQL
- Experience with Cloud based computing services like AWS
- Experience in developing APIs

### Skills

The ideal appointee should have a high level of the following skills:

- Oral and written communication, including presentation skills.
- Interpersonal skills and the ability to negotiate and influence.
- Project management skills and the ability to meet deadlines.

- Ability to adapt in a fast paced environment.
- Analytical, conceptual, problem solving, decisiveness and strategic thinking.
- Team-oriented and collaborative management approach.

## Personal Attributes

The ideal appointee should be able to demonstrate:

- A passion for excellence and a commitment to high standards.
- Integrity, loyalty to the organisation and a commitment to organisational objectives.
- A genuine customer centric focus.
- A proactive and open minded consultative approach.
- Willingness to work occasionally outside of normal business hours.
- Initiative, judgement and ability to creatively solve problems.
- Be detail conscious.
- Be a self-starter with the ability to accept responsibility and self manage.
- Ability to work under pressure with an achievement focus.
- Enthusiasm, a thirst for learning and self-development.