

Position Description

Role Overview	
Position Title:	Developer
Reports To:	Business Applications Manager
Location:	Christchurch
Date:	July 2021

Why Enable?

As a locally owned business, we aim to reflect the wider diverse community that we serve. At Enable, inclusion and diversity are at the centre of what we do, and one of our four core values is to 'Show the Love'. It determines the way we think, who we employ and how we work together and with our community. We encourage our people to bring their authentic selves to work, creating a safe, inclusive and innovative environment for our people and our customers.

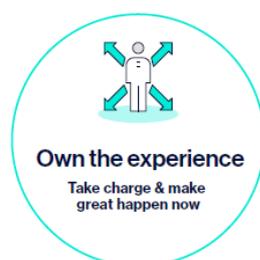
Enable would be nothing without the passion our people have for the work we do. We believe in empowering our team and giving them the tools, they need to 'Smash Boundaries' and create new outcomes that delight our customers. So, why would you want to become an Enable person? We're working on some great initiatives for our community, but we also look after our people too.

Enable is a living wage employer and offers a benefits package including a fibre broadband allowance, wellbeing and sustainability allowance and an extra day off per year to attend volunteer days, for your birthday or just to relax! We believe our people do their best work where, when and how it suits them, so our flexible working arrangements are as flexible as they can get.

Alongside our owners, the Christchurch City Council, we are committed to being net carbon neutral in our operations by 2030. We also want to operate our business in a sustainable way so future generations can continue to thrive. Our office is rated a green star 5 and we're investing in smarter tools and systems to reduce our waste and resource consumption.

We enjoy every moment that we spend '**Connecting our Community with Unlimited Opportunity**'.

Enable Fibre broadband allows people to connect like never before, and here at Enable we don't just believe in connecting people with the world online – we believe in connecting with the people of our community. We are committed to helping make Christchurch a better place for our community to connect, live, work and do business. We strive to be customer-led, understanding the unique needs of our customers and wider community, 'keeping it simple and fresh', and working together to deliver experiences that delight, and build trust – after all, here at Enable we 'own the experience'.



Purpose of this Role

This role is instrumental to the forward development of Enables suite of information systems and their system integrations to a broader industry ICT ecosystem. The role requires a strong focus on applications development, maintenance, operational support, system integrations and analytics.

This position is for a full stack Developer who has a passion to solve complex technology problems, increase business automation/integration and implement ICT solutions instrumental to Enables future business success.

Key Relationships		
Within Enable:	<ul style="list-style-type: none"> → Project Manager → Solutions Architect → Information and Cybersecurity Manager → IT Operations → Business Analyst/s → Tester/s → Other developers → End Users 	
Major External Contacts:	<ul style="list-style-type: none"> → Software vendors 	
Key Dimensions of Role		
Number of Reports:	→ Nil	
Expenditure Authority:	→ As per policy	
Other: (e.g. Sales Revenue / Margin Target / Volume Indicators etc.)	→ Nil	
Decision Making Authority		
Decisions Expected:	<ul style="list-style-type: none"> → Standards to be applied to the deployment, operation, and maintenance of agreed technologies. → Develop and implement customer solutions. → Risks actioned to ensure infrastructure, services, and systems performance. 	
Recommendations Expected:	<ul style="list-style-type: none"> → Cost and performance analysed, best practices (minimised costs to achieve required reliability standards) on agreed technologies. → Advice to other business areas on standards to apply to new technology introductions. → Provide recommendations to Cybersecurity Manager to mitigate vulnerabilities. → Issues outside of defined accountabilities. 	
Key Responsibilities		
Business Outcome:	Key Responsibilities:	KPI:

<p>Systems Developed and Deployed</p>	<ul style="list-style-type: none"> → Champion technical innovation and establish inventive technical solutions. → Optimal solutions scoped/designed and implemented. → Relevant technical buy-in approvals obtained from key stakeholders. → Delivery of results in a timely, high-quality manner adhering to required standards. → Provision of knowledge sharing and assistance with technical expertise to other teams/business areas as necessary. → Relevant documentation as required and maintained to the required standard. → Work in a structured but agile project setting. → Follow industry standard and company defined secure software development guidelines. → Scoping/Designs meet business owner, stakeholder, and company requirements. → Work effectively and efficiently self-managed through to outcome, on time, within costs, to scope and quality. 	
<p>Team Development</p>	<ul style="list-style-type: none"> → Assist in team development and engagement while holding oneself and others accountable for their commitments, removing roadblocks; leveraging organisational resources to improve capacity for project work. → Promote empowerment of the team by ensuring that each team member is fully engaged in initiatives and continuous improvement; making a meaningful contribution and encourage a sustainable pace with high levels of quality for the team. → Contribute to performing as a team of strategic, creative, and technical professionals who collaborate across Enable in solving business problems and meet meaningful business goals. 	
<p>Support Business direction</p>	<ul style="list-style-type: none"> → Assist Enable's ICT and B/OSS services to provide highly efficient and effective IT operational performance. → On-call support as required to resolve defects related to developed applications. → Support and recovery documentation maintained in alignment with company standards and procedures. → System and Service availability achieved. → Effective support provided to ensure company SLA's are maintained in the case of production issues with the codebase. → Secure development and operational principles and IT Network and Security Standards are adhered to. 	

<p>Technical Expertise</p>	<ul style="list-style-type: none"> → Proactively provide technical expertise to increase the overall effectiveness of the business. → Represent Enable on technical issues to vendor organisations and as required with external industry groups and retail service providers. → Apply expertise in the establishment and maintenance of ICT solutions. → Document development/revision of technical issues in alignment with company standards. → Keep skills up to date → Perform investigative design (lowest lifetime cost solutions) and recommendations made. → Ensure the solutions developed are scalable and maintainable. → Resolve technical issues resolved in a timely manner → IT infrastructure, services, and systems established in alignment to best practice ICT systems development. 	
-----------------------------------	---	--

This position description is not intended to be a complete or limiting description of the functions that may reasonably be requested to undertake.

<p>Key Challenges for the Position</p>	<ul style="list-style-type: none"> → The legacy systems will need to be maintained from a security and performance perspective, whilst a new set of systems are procured and implemented on a modern platform. → The legacy system stack is tightly integrated and bespoke.
---	---

<p>Other Relevant Information</p>	
<p>Health, Safety and Wellness:</p>	<ul style="list-style-type: none"> → Demonstrate a commitment to continually improving health, safety and wellness performance. → Allocate the necessary human and financial resources to achieve operational and strategic goals.
<p>Continuous Improvement:</p>	<ul style="list-style-type: none"> → Seek out ways to continuously improve and own the experience by taking charge and making great happen. → Participate enthusiastically and positively in improvement initiatives.
<p>Statutory / Compliance Responsibilities:</p>	<ul style="list-style-type: none"> → Safeguard Enable from legal/reputation risk by complying with all relevant statutory, regulatory, contractual and legal requirements and standards. → Comply with all of Enable’s requirements and policies including the enforcement of internal controls and delegated authority rules. → Know and monitor compliance and advise the CEO and General Counsel on any risk and ensure agreed mitigation plans are in place and actioned.
<p>Diversity & Inclusion</p>	<ul style="list-style-type: none"> → Foster a culture that embraces diversity, capability, inclusion and trust for Enable People and community. → Each one of our Enable People bring with them a diverse set of perspectives, work and life experiences, as well as religious and cultural differences. The power of diversity can only be unleashed, and its benefits reaped when we recognise these differences and respect and value each other irrelevant of our backgrounds. → Challenge your thinking and biases with others who will have different experiences and opinions, to drive more robust and collaborative outcomes

	→ Enable People work in diverse teams, making for a safe, inclusive, and innovative environment.
--	--

Person Specification	
Formal Education	<ul style="list-style-type: none"> → BSC(Hons) Computer Science, BEng Computer Engineering, Mechatronics, or equivalent. → 2 years+ experience in a developer role.
Specialist Training and Experience	<ul style="list-style-type: none"> → Experience being part of a team that utilises Agile (Kanban) methodology → Coding experience in Python (advantageous), PHP, JavaScript, NodeJS, JavaScript frameworks - React, Angular and Relay → Integration experience in Restful Services and SAML or OIDC → Databases and database modelling experience in Oracle (Optional), PostgreSQL (Optional) → Architecture, Stateless programming, Microservice concepts, Docker/Containerisation (Preferred), Linux → Experience with Data Visualization for the web (Optional) → Experience with web application security tools such as Burp suite or OWASP ZAP (Optional)
Specific Knowledge, Skills and Attributes	<ul style="list-style-type: none"> → Excellent attention to detail and accurate → An interest in fibre broadband technology (desirable) → Takes ownership and responsibility for work output, self-learning and strives for quality. → Strong understanding of development lifecycle, microservice based architectures and object-oriented programming concepts / design. → A Team Player - maintains good relationships internally/externally → Good organisational skills and ability to effectively estimate workload and prioritise daily activities. → Communicates technical aspects effectively to a wide audience. → Can work under pressure and multitask. → Excellent decision-making ability and flexibility to adjust to multiple demands, shifting priorities, ambiguity, and rapid change. → Brings a high energy level, sense of urgency, decisiveness, and ability to meet deadlines. → Maintains professional standards. → A critical thinker