POSITION	Senior Software Engineer
SALARY	Commensurate with experience
EMPLOYMENT TYPE	Full-Time, 12 month contract
LOCATION	Sydney
START	ASAP

batyr is a 'for purpose' preventative mental health organisation, created and driven by young people, for young people. We run programs that help smash the stigma surrounding mental health and empower young people to reach out for support. We help create supportive communities.

We are an energetic, fun and dynamic team who are passionate about changing the way we speak about mental health. Excitingly, we are on the hunt to build our team with even more passionate, skilled and driven people to continue to develop our high-performance culture and expand the reach and impact of batyr. If you want a workplace where you can bring all of your full, weird and wonderful self to the office each day, this is the place.

Over the last twelve months we have been working on our first digital product - a storytelling app for young people and we are starting to build an in-house team. This app will give young people across Australia the chance to have their voices heard, a place where they can safely share life experiences and talk about how they have overcome tough times.

We are all about creativity and so stories can be created through music, art, writing and videos! This isn't just about mental health, it's about navigating tough times and these stories could be about anything from difficult breakups, to bullying, to surviving the bushfires or dealing with COVID stress. We're designing this tool to:

- Help people take control of their lives through stories
- Make inspiring content accessible for young people around Australia
- Increase mental health literacy and encourage help seeking behaviours
- Give young people the opportunity and power to influence key decision makers like government departments and to change the world for the better!
- Oh… and of course to SMASH the stigma!

Ultimately we care about young people across the country and want to help create a world that listens to and learns from young people… so if this gets you excited and you're dead set on helping us grow engagement and have a positive impact on young people we want to hear from you!

batyr is committed to providing a safe, culturally appropriate, inclusive environment for all people, regardless of their ethnicity, faith, disability, sexuality, or gender identity. We believe that everyone's voice is valid and worthy of being heard and because of this we strongly encourage people from all backgrounds to apply, especially those from minority or marginalised communities.

about you

The idea of building something from the ground up excites you and you excel in a small, agile working environment with genuine autonomy. You have such exceptional attention to detail you would never let a typo like that slip into your code but you're also able to plug into the bigger picture with the SDLC as your guiding principles. Always curious and always learning you're passionate about harnessing the power to technology for the greater good.

As with all of our employees, you will have an active interest in tackling the stigma in young people around mental health, and are aligned to batyr's five values; empathy, inclusivity, balance, positivity and boldness.

position summary

This app is a brand new initiative from batyr which aims to create a digital platform to amplify the voices and stories of young people. We are moving into the second year of a three year project commissioned by the Federal Government and with our prototype ready to launch we are super excited at the prospect of pursuing a whole new way to smash the stigma and promote positive conversations about mental health. To ensure the longevity of this new channel for impact we need to build capacity in house to continue to improve and develop the platform.

Reporting to the Head of Data and Insights, this role will work alongside the Product Manager and UX/UI Designer to drive the product development of the app as well as respond to any challenges and bugs in the platform. Ideally, we're looking for someone with experience developing and executing on new products, who loves working collaboratively with a small team to have a huge impact.

about our tech stack

- Our tech stack is React Native (with Expo) mobile app and Hasura (GraphQL) service sitting on top of a PostgreSQL database together with Node action handlers as the backend. Full stack Typescript! Passport.js used for authentication
- AWS infrastructure is fully scripted via Terraform. CI/CD via CircleCI
- Other services: Sentry, Segment, VOD, AWS Transcribe, … the list goes on!

key responsibilities

- Own and drive the technical architecture of the platform
- Assist in scoping and planning development with the team
- Build relationships with technology partners and frameworks
- Management and delivery of API integrations
- Conduct code reviews and quality assurance
- Identify and manage key risks related to information security, platform stability & scalability
- Sprint planning guidance and oversight to ensure the development is on track and not blocked
- Communicate with the internal team to understand business goals and objectives
- Strong understanding of data and analytics to use evidence to drive better product performance and increased engagement

essential selection criteria

- 2 - 5 years working as a Software Engineer with exceptional and ever developing coding skills
- Strong leadership and communication skills
- Practiced in Agile and strong knowledge of SDLC is vital
- Experience in taking UX wireframes & UI designs and converting them into functional experiences
- Demonstrable knowledge of Git flow best practices and maintaining well-humoured commit messages
- Experience working in a lean team structure
- Experience taking a MVP through development and to market
- Relevant tertiary qualifications and additional relevant training
- An active interest in positively tackling the stigma around mental health
- Proven abilities working with internal and external stakeholders

- Ability to embody batyr's values and contribute to the organisational culture in a positive and collaborative way

desirable selection criteria
- Experience designing for a youth target market
- Experience working in the mental health sector
- Strong infrastructure, devops and codepipeline knowledge are a plus
- Knowledge of Machine Learning and AI technologies is a plus

working with us
At batyr, we care deeply about those we welcome into our work-family and do our best to support our team. We do this by:
- providing all permanent staff with a wellbeing budget that you can use on a gym membership, a new surfboard, pottery classes, music lessons, a spa treatment, a new book… almost whatever you need to help keep you feeling good
- providing ongoing professional training and wellbeing sessions
- wellbeing leave - your personal leave doesn't just have to be for sick days, at batyr you can also use this leave to support your mental health and wellbeing
- mid-year and start-of-year retreats
- flexible working arrangements
- salary packaging up to $15,900 pa - because we're a not for profit, you can choose to receive a proportion of your wage as a reimbursement of personal expenses, with no income tax payable on this money
- a bring your own device policy, with reimbursements for using your own phone and computer

how to apply
Please email your cover letter and CV to careers@batyr.com.au by 9am Monday 4 January with the job title and where you saw this ad in the subject line.

batyr is a safe and inclusive workplace. Those from minority or marginalised communities are encouraged to apply. This includes, but is definitely not limited to, people with a lived-experience of mental ill health, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people, LGBTQIA+ people, and people with disabilities.