**POSITION DESCRIPTION**

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| **General Information** |
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| **Position Title:** | Senior Sitecore Developer |
| **Incumbent:** |  |
| **Function & Team/Program:** | Business Information Systems (BIS) |
| **Location(s):** | National office |
| **Manager’s Position Title:** | Digital Platform Manager |
| **Manager’s Name:** | Bhumika Barot |
| **Date Prepared:** | 9 April 2021 |
| **Prepared By:** | Bhumika Barot |
| **Approved By:** | Mathews George |

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| **Primary Purpose of this Position *(In one sentence - why does the role exist?)*** |
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| Implementation of technology-enabled business logic to meet The Smith Family’s business goals and objectives, document application architecture and solution design, review technical designs and develop and implement database and software programs. |

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| **Scope** |
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| **Direct Reports to this Position** | **Indirect Reports** |
| By Position Title | Total Number |
| * None
 | 0 |
| **Financial Dimensions controlled by this Position *(Include key financial metrics such as revenue growth, income & expense budget, etc)*** |
| **Direct control** | **Indirect control** |
| e.g. Revenue, Operating expenditure, Capital expenditure, etc* None
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| **Other Dimensions of this Position** |
| e.g. Number of programs, site responsibility, geographic spread of team * Review and check application development work provided by IT consultants
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| **Setting Priorities *(how is work prioritised)*** |
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| How often does employee prioritise their own work? Eg. Daily, weekly, monthly, annually, other | * Daily (Scrum meetings)
* Every two weeks (Scrum Prioritisation and sprint planning sessions)
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| How often does employee determine the priorities of others? Eg. Daily, weekly, monthly, annually, other | * None
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| **Key Relationships *(Who does the role interact with? List the titles of individuals, departments and organisations frequently interacts with)*** |
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| **Internal** | * Product Owner
* Business Analysts and Testers
* Platform Managers
* Other Developers
* Other BIS Teams
* Business Teams
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| **External** | * Analysis and Development Consultants
* External Vendors – as required
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| **Key Decision Making in this Role *(What are the key decisions and recommendations made in this role?)*** |
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| Decisions Expected* Make decisions to select the most efficient and feasible technical solution to implement a request (within budget and time constraints while considering solution performance)
* Estimate effort and timeframes based on requests
* Make decisions to select most secure and, reliable and sustainable technical design whilst working on a change request or a new feature
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| Recommendations Expected* Recommend process improvements to grow DevOps maturity
* Recommend most efficient architecture to implement a request
* Recommendation on design and implementation to meet solution, technical, security, performance requirements
* Recommendations on software development, quality and efficiency standards to deliver software changes
* Suggest workplace improvements
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| **Key Responsibilities / Accountabilities *(List the major areas from largest % of job to smallest)*** |
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| **Major Area: Application development and support** | **% of Job: 90%** |
| Enhance and improve DevOps related processes such as automated unit and functionality testing, Continuous Integration and Continuous Delivery. |
| Analyse potential solutions and determine which is most efficient to meet the requirements of the request |
| Review and produce technical, solution and application architecture specifications |
| Implement new functionality using out-of-the-box facilities of Sitecore CMS, and other systems, and add extensions using scripting and non-scripting languages; build custom solutions where out-of-the-box is not sufficient |
| Perform code reviews from quality and security perspectives |
| Document new software design and changes to existing software |
| Trace and remove reported faults; identify root causes for production system failure and non-detection of faults prior to go-live |
| Work with Cloud Engineers and vendors to manage application and software change in any environment |
| Work collaboratively with Agile team members to deliver backlog commitments and support project delivery |
| **Major Area: Customer Service** | **% of Job: 10%** |
| Maintain good relationships with internal and external customers |

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| **Key Challenges in Achieving Goal(s): *(What are the key challenges faced by this role in meeting goals/objectives)*** |
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| * Keep abreast of emerging technology in the areas of software development and support
* Continually update technical skills
* Continuous improvement of software application solutions and methodology
* Work in a team to develop and implement application solutions on time, within budget, to high quality
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| **Qualifications, Experience and Competencies: *(What background, knowledge, experience or competencies are required to perform the role at the expected level?)*** |
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| **Education /****Qualifications / Memberships:** | **Essential** | **Desirable** |
| * Tertiary qualification in Information technology
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| **Experience:** | **Essential** | **Desirable** |
| * 6+ years in application development using ASP.NET, C# and JavaScript
* 3+ Years of hands-on development using Sitecore CMS
* Experience implementing continuous integration and continuous delivery
* Experienced in Database development using SQL Server (2012 or later)
* Experience in secure programming practices
* Experience with Web Forms and MVC
* Experience in SOAP and REST Web services and Web API
 | * Experience in Sitecore 9.x and Helix principles
* Experience in Azure Cloud and PaaS hosting architecture
* Experience in system integrations
* Experience with IIS Administration
* Experience with SSRS and SSIS
* Experience with DevOps processes
* Experience with automated unit testing
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| **Competencies:** | **Essential** | **Desirable** |
| * Strong applications problem solving & trouble shooting skills.
* Excellent interpersonal skills and ability to deal with staff at all levels in the organisation.
* Strong team skills.
* Accountability for work outcomes.
* Respect for individual differences and dignity.
* Demonstrated commitment to learning, developing skills and sharing knowledge and information.
* Working in partnership with others (teamwork).
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