

Web-app Developer & Automation Officer



Position Description
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Prepared by

Ironbark Sustainability

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About Ironbark Sustainability

Ironbark Sustainability is a specialist consultancy that works with government and business around Australia by assisting them to reduce energy and water usage through sustainable asset and data management and on-the-ground implementation.

Ironbark has been operating since 2005 and brings together a wealth of technical and financial analysis, maintenance and implementation experience in the areas of building energy and water efficiency, public lighting and data management. We pride ourselves on supporting our clients to achieve real action regarding the sustainable management of their operations.

Our Mission

The Ironbark mission is to achieve real action on sustainability for councils and their communities.



Ironbark is a certified B Corporation. We have been independently assessed as meeting the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

Position Title:	Web-app Developer and Automation Officer
Hours:	0.8 FTE or as negotiated
Contract type:	1-year contract with possibility of extension
Salary:	Band 6 starting at \$101,000 (FTE)
Location:	Melbourne preferred - flexible options are available for regional and interstate applicants
Starting Date:	19/10/2026
Reports To:	Project Support Coordinator
Staffing Responsibilities:	None
Notes:	Ironbark is an inclusive workplace and welcomes applications from people of diverse backgrounds. We offer flexible work arrangements to suit our employees' needs.
Role Description:	For over two decades, Ironbark Sustainability has worked with councils and their communities to reduce greenhouse emissions, tackle climate change and implement sustainability projects and programs. Ironbark is a certified B Corp. There are 537 local governments in Australia and since we began our journey in 2004, we've worked with 260 of them, covering 86% of the population, in every state and territory. With increasing implementation of smart lighting technology, Ironbark is set to support councils across Australia to make use of this emerging technology to reduce greenhouse gas emissions and enhance smart city outcomes. A growing part of our street lighting practice is the digital tooling that supports it – the web applications our team relies on and the automation that turns large lighting datasets into compliance, design and reporting outcomes. Through this work we help our clients to: • Make informed decisions about how resources are allocated • Reduce greenhouse gas emissions • Improve asset management processes • Improve service delivery to residents and visitors of local council areas The developer is responsible for supporting the street lighting team in three core areas, and will also assist with a range of adjacent technical tasks:

	a) Web Application Development & Maintenance – Improving, extending and maintaining our existing web applications (primarily JavaScript, with some Python), delivering robust, reliable code and resolving issues as they arise. b) Lighting Assessment Automation – Building and maintaining automated tools that assess light levels against relevant lighting standards, translating technical standards into logic that reviews and validates asset and measurement data. c) Beyond the core programming and automation activities, the developer will be involved in a range of other, sometimes manual activities in the intersect of lighting design, GIS, data entry, processing and analysis, as well as project delivery to directly support clients in reducing greenhouse gas emissions, and in close collaboration with our lighting and climate teams. While there is no expectation for the developer to have experience in lighting design, we expect a strong willingness to build lighting knowledge as you may be jumping in to use industry standard lighting design software/tools to model light levels against standards and will help improve our custom-built tools. This is a hands-on technical role with a high proportion of live, collaborative coding and a focus on technical growth – working with other technical staff to recognise new opportunities for the tools we build and the technologies we work with.
Shared Values:	All Ironbark staff are expected to abide by our shared values: • Transparency & Integrity • Tangible Results • Curiosity & Adaptability • Respect
OH&S	All Ironbark staff are expected to look after themselves and others including: • Reporting incidents and near misses; • Follow OHS procedures; and • Contribute to raising and addressing risks.
Key Duties and targets:	Key Duty 1 • Continued development and maintenance of existing web applications, including new features, bug-fixes and delivery of customer projects;

Measure

- Functionality of Opticity web portal is improved by upgrading existing and developing new features
- Website is quick and responsive
- Developed code is clean, concise with low bug count
- Configuration tools to make configuration manipulation simpler are expanded
- Customers projects are delivered on time and in-line with Ironbark's expectations for quality

Key Duty 2

- Development of automated tooling to assess light levels against relevant lighting standards

Measure

- Relevant lighting standards are accurately translated into assessment logic
- Automated assessments produce reliable, reproducible results
- Tools reduce manual assessment effort and turnaround time
- Assessment code is tested, documented and fit-for-purpose

Key Duty 3

- Spatial/GIS data processing, lighting design work, and improvement of cross-team data flow

Measure

- Opportunities for improved data management and flow across units are identified
- Measures to improve data management and flow are implemented
- Errors from data handling are reduced
- Efficiency in data preparation is increased
- Project support work are delivered on time

Key Selection Criteria

Qualifications and Experience

Qualifications

	- Graduate Degree in computer science/engineering, data management, programming or equivalent experience Work Experience - A minimum of 3 years of practical experience in programming or web development, with clear examples of relevant work – ideally involving web applications, data processing or automation
Technical Skills and Knowledge	Specialist Knowledge - Sound programming skills in one or more languages, with a willingness to grow - Experience in scripting, debugging and working with APIs - Experience with website development - Experience and understanding with cross-organisation data management and data engineering - Experience translating technical documentation or standards into working code is highly regarded - Familiarity with GIS or spatial data handling (e.g. QGIS, GeoJSON, coordinate systems) is an advantage - Knowledge of public/street lighting, relevant lighting standards, smart technology or web GIS is an advantage Coding/programming - JavaScript programming (the primary language for our web applications) - Front-end coding: HTML, CSS and JavaScript (single-page app frameworks such as React or Angular are a plus) - Python for automation, data processing and scripting - Data engineering and database (SQL and NoSQL) knowledge - Data visualisation (e.g. through Python) - Comfort with hands-on, live and collaborative coding - GIS tooling (e.g. QGIS, pyproj, GeoJSON) an advantage
General	Personal - Ability to manage own time and prioritise competing demands - Strong communicator with the ability to work and coordinate in a small team - Ability to work with minimal supervision - Strong identification with Ironbark's values and aims - Flexible character, ability to quickly adjust to changing demands and approaches in a dynamic work environment Other - Full Australian working rights