



AustLII Foundation Limited

Full Stack Developer/Engineer

POSITION DESCRIPTION

1. POSITION SUMMARY

AustLII is the largest free-access provider of online Australian legal materials and is one of the largest providers of worldwide free-access legal content. AustLII provides access to over 1000 databases of Australasian legal materials, hosts more than four million searchable documents and receives over 1,000,000 hits daily from diverse user groups. AustLII's core mission is to improve access to justice through better access to public legal information, encompassing primary materials such as legislation, treaties, and court decisions, as well as secondary materials like law reform reports and law journals.

The **Full Stack Developer/Engineer** is a newly established position, responsible for developing and maintaining user-facing applications, web services, workflow systems and digital platforms supporting AustLII's legal information, legal search and AI-enabled research services.

The position applies advanced practical knowledge across frontend and backend application development. It combines strong technical judgement and full stack expertise with substantial hands-on software development and engineering.

The position has a focus on implementing new features, enhancing existing applications, integrating platform services, optimising performance and developing automated tests.

Working collaboratively with other technical teams and specialists, the position ensures AustLII's platforms and systems remain resilient, cohesive, scalable and adaptable to emerging technology needs.

The Full Stack Developer/Engineer reports to the Software Engineering Manager and has no direct reports.

2. KEY ACCOUNTABILITIES

- Design, build, test and deploy production-ready application features across frontend and backend systems, including user interfaces, APIs and integrations.
- Work collaboratively across frontend and backend development activities to support integrated technical solutions that are reliable, maintainable and aligned with agreed technical standards and organisational priorities.
- Develop, maintain and improve secure integrations between user-facing applications, public web services, administration systems, workflow systems, search and retrieval systems and supporting platform services, ensuring integration approaches support performance, data quality, system interoperability and long-term maintainability.
- Contribute to and, where appropriate, lead the technical design of AustLII's user-facing applications, public web services, administration systems and workflow systems.

- Write clean, well-structured and maintainable code; develop automated tests; participate in code reviews; improve development workflows; maintain technical documentation; and contribute to consistent engineering practices and reliable application delivery.
- Help to shape and implement the integration of AI, machine learning, semantic retrieval, vector search, embeddings, reranking technologies, knowledge graphs, LLM APIs, retrieval-augmented generation and related technologies.
- Independently clarify, analyse and translate requirements into functional application outcomes, contribute to solution design and support reliable delivery of user-facing applications and digital services, working effectively with a range of technical and non-technical stakeholders.
- Investigate and help resolve complex technical issues and work collaboratively with other team members to provide constructive technical input through effective collaboration, knowledge sharing, documentation and participation in code reviews in relation to application architecture, development standards and delivery practices.
- Strengthen and support a culture of collaboration and innovation across the organisation, embracing partnering practices that build trust, transparency and alignment across the technical functions.

In addition to the above, all AustLII team members are expected to undertake the following:

- Perform any other duties as required and appropriate to this position;
- Support colleagues and contribute flexibly across team activities as needed to achieve shared goals;
- Use resources responsibly to deliver efficient outcomes;
- Share knowledge, insights, and lessons learned with peers, ensuring information is well documented and accessible;
- Comply with relevant EEO and WHS regulations.

3. POSITION ATTRIBUTES

Decision-making and Accountability: Works with substantial independence under broad direction and exercises sound judgement in resolving complex or novel full stack application and integration issues where requirements or technical pathways may be unclear. Acts as a specialist point of contact for matters within the role's areas of responsibility.

Impact and Influence: Responsible for influencing within and across teams to deliver shared objectives. Makes recommendations and delivers technical work that affects the reliability, scalability, maintainability and user experience of significant legal information platforms.

Problem Solving and Complexity: Applies deep logic and advanced analytical and technical judgement to diagnose and resolve complex, novel or ambiguous problems across systems and develops practical solutions where requirements, precedents or technical pathways may be unclear. Actively manages opportunities, potential risks and uncertainties to achieve strategic objectives.

Communication and Collaboration: Contributes as a senior technical member of the team by sharing knowledge, supporting consistent engineering practices, and working constructively across disciplines without direct line-management responsibility.

4. QUALIFICATIONS AND EXPERIENCE

- A relevant postgraduate qualification and extensive subsequent experience in full-stack software development; or a degree with extensive relevant experience in enterprise software engineering;

or an equivalent combination of education, training and practical software development experience.

- Demonstrated experience designing, building, maintaining and improving production web applications, digital services or complex information systems in a professional environment.

5. KNOWLEDGE AND SKILLS

- **Full-Stack Application Development:** Expert capability across modern frontend and backend technologies, including contemporary JavaScript or TypeScript frameworks, appropriate backend programming and scripting languages such as Python or equivalent technologies, responsive user interfaces, APIs and production web application development. Demonstrated ability to design and implement integration services, application integrations, application level data flows, and secure, scalable application components. Experience with Linux-based environments.
- **Full Stack Coordination:** Demonstrated experience collaborating effectively across frontend and backend development activities, building shared understanding, clarifying dependencies and supporting cohesive, maintainable application outcomes aligned with agreed technical standards.
- **Data, Search and Legal Information Retrieval:** Demonstrated experience with relational databases, text-search infrastructure, information retrieval, search optimisation or other data-intensive systems, ideally within legal, research and data-rich environments.
- **Testing, Code Quality and Documentation:** Proven ability to write clean, maintainable code, develop automated and unit tests, participate in peer code reviews, document technical work and improve development practices.
- **Security, Accessibility and Compliance:** Demonstrated ability to apply secure development and accessibility requirements in production applications. Sound knowledge of application resilience, and relevant data, copyright and institutional compliance considerations.
- **Communication and Collaboration:** Strong written and verbal communication skills, with the ability to explain technical concepts clearly and contribute constructively with other technical specialists and teams.

6. APPROVAL

Approved by:

Managing Director, AustLII Foundation

Date:

September 2026