

SENIOR FRONT END DEVELOPER

Job Description

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SENIOR FRONT END DEVELOPER JOB DESCRIPTION

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Summary

Job Title	Senior Front End Developer
Job Type	Full-time, ongoing; flexible work hours available
Location	On site in the Canberra office at Bruce; provision for some remote work
Reports to	Chief Technology Officer
Remuneration	\$130,000.00 to \$160,000.00 per annum excluding superannuation

Company background

Castlepoint is a disruptive solution that provides command, control, and compliance over all information, in every system, through a single pane of glass. Castlepoint reads, registers, classifies, and manages information from all systems in a network, using Artificial Intelligence.

Castlepoint Systems is dedicated to ensuring that our operations are conducted ethically, in accordance with applicable laws and best practices, and in the best interests of our clients, our community, and the environment. Our vision is to make the world a better place by changing the way organisations manage information, so that people, communities, and companies are safer and smarter.

We have committed to becoming an employer of choice, one that attracts likeminded, hardworking people through flexibility and other real, developmental benefits that improve the lives of our staff. We are a feminist company, and believe strongly in supporting men and women to take equal roles in the workplace and at home. We enforce pay equity, and pay superannuation throughout parental leave. We seek to employ people who represent community demographics, including younger and older people, indigenous people, migrants, people with a disability, and LGBTQIA+ people. We also provide a fantastic working environment, with meals provided, sit/stand desks for all staff, modern equipment, free parking, multiple work spaces (including outdoor), in a leafy and accessible central location. We support flexible and remote work, but you will need to be based in Canberra for this role.

To help ensure that our employees can enjoy a high standard of living, we pay above the market rate for their skills, qualifications, and experience level. We then invest heavily in our people with formal Development Plans, reviewed twice-yearly, committing to internal mentoring, paid training, and other development opportunities with a goal of continually increasing their marketability. As employee skills increase, we assign more responsibilities, and we then adjust their wages and titles upwards commensurately. We also support employees to develop skills and experience in areas not directly related to their roles if they have an interest in those types of development. We have a policy of salary transparency for all employees, including the Executive, to help combat unconscious bias and foster gender equality.

Castlepoint also supports our employees with an Employee Assistance Plan, and skilled HR professionals with experience in mental health and workplace cohesion. We support our staff to practice religious and cultural observance during work time using flexible working arrangements, and to be free of discrimination based on their beliefs. We encourage communication between all areas of the business, and provide regular updates from the executive team on company activities and initiatives. Our culture is genuinely supportive, and employee satisfaction is extremely high.



Position Overview

Primary purpose of the position

The Senior Front End Developer is critical to the success of the platform. In this role, you will ensure that the high quality and security standards of the software are maintained through rapid change and enhancement cycles. You will work closely with the DevOps Team Lead and the other developers and engineers, and be an active and engaged mentor to the development team.

Your team includes motivated, diligent, and skilled high achievers, who will look to you to demonstrate technical excellence in end-to-end software development. Our product is an AI solution, using microservices in a containerized, highly available architecture, both on premises and in the cloud. You will have experience in our key libraries and frameworks, including JavaScript, JQuery, and VueJS. Some exposure to Linux, Docker/containers, public cloud, and MongoDB/NoSQL will also be helpful as you interface with the engineering team. Your most important skillset, however, will be crafting exceptional code.

You will have the opportunity to apply your own experience and expertise in solutioning new software features, guided by the DevOps Team Lead and in consultation with the business owners. You will also work on our extensive Research and Development pipeline. You will be able to program solutions that are well analysed, align with our patterns and architecture, and are testable, sustainable, and secure. You will make key decisions about coding approaches, and will be responsible for both the most ambitious features, and the foundational basics that can't afford to falter.

You will work collaboratively in an agile and flexible way, and will be an active mentor and participant in pair programming. You will have an open and friendly communication style, be highly professional, and both internal and external contacts will find you to be reliable, responsive, and organized.

Key Challenges

The company is growing extremely quickly, and demand from new clients and partners is very high. New implementations are frequent, and clients rely on the system for many key business activities. As clients start using the software in more and more areas of their organisation, new use cases arise, and new features are added to the pipeline. It's vital that the solution is reliable and stable, but it is also critical to keep supporting clients with new features as quickly as they can be added.

The team is still small, and we are now recruiting for more technicians. You will be entering the company in a time of significant change, and will need to be fairly autonomous, but also assist and mentor both new and existing team members as the whole organisation adapts and grows.

Ideally, you will have some government experience, and a security clearance at Baseline or above. This is not an essential requirement, but a large proportion of our client base is Federal Government. It will help to have some experience working with this type of customer, and within its constraints. A background with secure coding will also be favorable, as our client base has a high focus on security and privacy, and this is an essential part of our solutions.

Note that this role is Canberra-based, due to the nature of collaboration required with the team here.



Duties and Responsibilities

Responsibility	Breakdown of Tasks	Outcomes/Measures
Programming 70% time/effort	<ul style="list-style-type: none"> Design and integrate services Develop ideations and prototypes Develop stories and estimates Develop timely effective code Collect feedback and iterate Write useful and usable unit tests Participate in testing and debugging Participate in code/sprint reviews Develop reports where required 	Your outputs provide business value Your code is consistent, correct, and supportable Your code is secure and stable
Developer Mentoring 20% time/effort	<ul style="list-style-type: none"> Troubleshooting and RCA Coding support and guidance Engineer support and guidance 	Team contact is regular Your feedback is positive
Research and Development 10% time/effort	<ul style="list-style-type: none"> Identify technology improvements Assist in prioritization and strategy Outline approaches to scoping Progress R&D initiatives 	Opportunities for improvement are identified proactively

Skills and Experience

Qualifications:

- Relevant University or equivalent degree in technology or engineering (**essential**)
- Relevant DevOps, Agile, or related certification/s (**desirable**)
- Australian Government Security Clearance (**desirable**)

Essential experience:

- 5 years or more previous experience with VueJS (**preferred**) or React
- 2 years or more experience working with JavaScript
- 2 years or more experience working with JQuery
- 7 years or more experience working as an engineer and/or developer

Required Skills:

Knowledge, skills, and abilities	Essential	Desirable
Agile development skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Team leadership skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Technical skills with VueJS or React	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Technical skills with JavaScript	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Technical skills with JQuery	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Technical skills with MongoDB/NoSQL	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Technical experience with Artificial Intelligence and Machine Learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Knowledge, skills, and abilities	Essential	Desirable
Technical experience with NoSQL	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Technical experience with RESTful APIs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Technical experience with security software and protocols	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience establishing and using automation tools	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience using Azure DevOps	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience working with government or regulated industry	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Strong written and spoken communication skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Strong stakeholder management and customer satisfaction skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>