

## ROLE DESCRIPTION

**ROLE TITLE:** Software Developer

**CLASSIFICATION:** ASO6

**ROLE NUMBER:** P67188

**AGENCY:** [Department of the Premier and Cabinet](#)

**DIVISION:** Communities and Corporate

**BUSINESS UNIT:** Applications, State Library of South Australia

**REPORTS TO:** Manager, Applications

**ROLES REPORTING TO THIS ROLE:** Nil

**BUDGET:** Nil

**ROLE PURPOSE:** Under broad direction the Software Developer leads the design, delivery and ongoing improvement of secure business systems and applications that support the State Library of South Australia and the Public Library Services network. The role provides authoritative technical leadership to optimise systems, data flows and service delivery in line with organisational priorities.

### KEY OUTCOMES OF ROLE:

1. Lead the design, development, implementation, and continuous improvement of business systems and bespoke applications to support the strategic objectives of the State Library of South Australia and the Public Library Services network.
2. Provide authoritative technical advice and guidance to business units, senior staff, and stakeholders on system architecture, integration, data management, and application security, ensuring decisions are informed by expert analysis and best practice.
3. Drive the optimisation of data flows and automated workflows across multiple platforms by analysing complex business processes, identifying opportunities for improvement, and implementing solutions that enhance operational efficiency and service delivery.
4. Lead and oversee change control, testing, and release management processes, ensuring robust risk assessment, quality assurance, stakeholder consultation, and clear documentation to support stable and secure system operations.
5. Ensure supported applications comply with both the South Australian Protective Security Framework and the Cyber Security Framework, leading the implementation of secure development practices, monitoring controls, and proactive risk mitigation strategies to safeguard information assets.
6. Manage strategic relationships with vendors, partners, and internal and external stakeholders, ensuring effective service delivery, contract performance, and alignment with organisational priorities and technology roadmaps.
7. Oversee the creation, maintenance, and continuous improvement of system and user documentation, contributing to organisational knowledge, capability uplift, and consistent technical standards across the Applications environment
8. Provide high-level support for Service Desk escalations, exercising sound judgement to resolve complex technical issues, coordinate vendor engagement, and ensure timely and effective outcomes for system users.

### KEY RELATIONSHIPS / INTERACTIONS:

- Works closely with other roles in Collections and Services teams
- Works closely with Technology, Systems and Infrastructure team
- Provides support to SLSA and PLS staff
- Liaison with vendors and other third parties



**SPECIAL CONDITIONS:**

- Applicants will be required to undergo the appropriate and relevant Employment Screening Assessment(s) required for this role in line with the DPC Employment Screening Policy.
- This role requires (please select those relevant for the role):
  - National Police Check (required for all roles)
  - Working with Children Check
  - Security Clearance (including Baseline, Negative Vetting Level 1, Negative Vetting Level 2, Positive Vetting)
- The Incumbent will be required to participate in the department's Performance Management Program.
- The Incumbent may be assigned to another position at this remuneration level or equivalent.
- Out of hours work may be required
- Attendance at user group meetings is required
- Interstate travel may be required

**KEY SELECTION CRITERIA:**

- Demonstrated expert knowledge of programming and scripting languages (e.g., .NET C#, JavaScript, Perl, XML, JSON, HTML) and proficiency in SQL, including joins, query design, stored procedures, and functions.
- Significant experience in building, maintaining, and supporting web applications/APIs across Windows and Linux environments, with familiarity in tools such as Microsoft Visual Studio, SQL Server, PostgreSQL, and SQLite.
- Proven ability to provide expert advice and to analyse business processes, optimise data flows, and manage change control processes including test planning, release documentation, and stakeholder consultation.
- Analytical and methodical approach to problem-solving with high attention to detail, coupled with a proactive, energetic drive to implement improvements and support innovation.
- Clear communicator with the ability to translate technical information for diverse audiences, produce high-quality documentation, and build strong consultative relationships with stakeholders, vendors, and colleagues.
- Demonstrated expert consultative abilities, professionalism, and resilience in challenging circumstances, with a commitment to continuous learning and professional development.
- Strong understanding of both the South Australian Protective Security Framework and the Cyber Security Framework, and the ability to apply application security principles to ensure compliance and safeguard data.
- Desirable: Familiarity with library-related applications (e.g., library management, discovery, digital preservation systems), scripting languages (Bash, Python, PowerShell, PHP), AWS infrastructure, metadata standards (e.g., MARC 21), and tools such as NGINX, Google Analytics, and PGAdmin.

**SOUTH AUSTRALIAN PUBLIC SECTOR PURPOSE**

- Making a difference so South Australia thrives

**SOUTH AUSTRALIAN PUBLIC SECTOR VALUES**

- |                   |                                |
|-------------------|--------------------------------|
| ▪ Trust           | ▪ Collaboration and Engagement |
| ▪ Service         | ▪ Honesty and Integrity        |
| ▪ Professionalism | ▪ Courage and Tenacity         |
| ▪ Respect         | ▪ Sustainability               |



## CORPORATE RESPONSIBILITIES

Incumbents are responsible for:

- Keeping accurate and complete records of business activities in accordance with the *State Records Act 1997*.
- Maintaining a commitment to the [Public Sector Act 2009](#), [The Code of Ethics for the South Australian Public Sector](#), and the legislative requirements of the *Public Sector Act 2009* and [Work Health and Safety Act 2012](#).
- Creating and maintaining a diverse, accessible, inclusive and culturally safe workplace to enable us to reflect our community.
- At all times acting in a manner that is non-threatening, courteous, respectful, and consistent with DPC's accreditation as a White Ribbon workplace.
- Demonstrating a genuine commitment to Reconciliation, and the achievement of Reconciliation Action Plan outcomes.

## CORE COMPETENCIES & ASSOCIATED BEHAVIOURS EXPECTED AT THIS CLASSIFICATION

### Supports and Implements the Strategic Direction

- Understands the big-picture and contributes to the development of strategic direction
- Understands and supports organisational goals and business objectives
- Understands, supports and promotes organisational goals and business objectives
- Steers and implements change
- Identifies, defines and solves complex problems relating to the teams work objectives
- Identifies broader factors, trends & influences across the Public Service that may impact on the teams work objectives

### Achieves Results

- Makes effective use of individual and team capabilities and negotiates responsibility for work outcomes
- Evaluates alternatives objectively and uses evidence, knowledge and experience to deliver the best result
- Ensures compliance with Public Sector legislation, regulations and policies
- Monitors project performance and takes action to improve the delivery of quality outcomes as required
- Values specialist expertise and capitalises on the knowledge and skills of self and others

### Enhances Business Excellence

- Actively supports and seeks new innovative initiatives and is responsive to change methodology to implement these
- Keeps abreast of market trends, developments and economic/legislative changes to meet current and future organisational needs
- Identifies learning opportunities. Gives timely praise and recognition. Deals with under performance promptly, and works towards agreed performance standards
- Embeds a strong customer service ethos by understanding needs
- Monitors expenditure, manages procurement and contract procedures and identifies the appropriate use of resources

### Cultivates Productive Working Relationships

- Listens to and considers different ideas and discusses issues credibly and thoughtfully. Identifies other people's expectations and concerns
- Can identify conflict in situations and acts sensitively, objectively and constructively to de-escalate conflict
- Works collaboratively and shares information with own team and seeks input from others
- Builds and sustains positive relationships with team members, stakeholders and clients
- Confidently communicates messages in a clear and concise manner using appropriate language

### Exhibits Personal Drive and Professionalism

- Acts with integrity & promotes consistency among principles, organisational values and ethical behaviour
- Provides impartial and forthright advice. Challenges issues constructively and justifies own position when challenged. Acknowledges mistakes and learns from them
- Persists and focuses on achieving objectives in difficult circumstances responding in a positive and controlled manner
- Self evaluates performance and seeks feedback from others. Recognises how behaviour impacts on others. Committed to self development
- Contributes to a culture that values and respects diversity and models this in all interactions
- Ensures standards for the safety and wellbeing of self and others are maintained