



# **ASO7 Lead Developer Mobile Workforce Program**

## **ORGANISATIONAL OVERVIEW**

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South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the State on a 24 hour a day basis.

SAPOL's vision is to provide 'Safer Communities.' All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organisation with a proud history and an exciting vision for the future.

## **POSITION OVERVIEW**

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### **Summary**

The Information Systems and Technology (IS&T) Service supports the frontline policing and corporate operations of SAPOL through the provision of ICT infrastructure and communication platforms, operational software applications, and support services. The Service is responsible for driving the ongoing evolution of ICT capability across SAPOL, through the delivery of high-quality ICT change programs. The Service is structured across four core pillars: Strategy, Innovation and Engagement; Program Delivery; Operational Services; and Security and Assurance. The Service extends from traditional ICT services to encompass a specialist radio and technology capability, including laser and radar calibration services.

Program Delivery is accountable for the successful delivery of business outcomes from a large portfolio of projects. It contains both project delivery accountability as well as portfolio governance responsibilities to manage quality, risk, and budget to optimise outcomes from the portfolio as a whole. SAPOL is undertaking a large complex portfolio of work across a range of areas including core infrastructure, business systems and digital transformation initiatives.

Service

Integrity

Leadership

Collaboration

Courage

Respect



This full portfolio has been broken into three sub-portfolios to deliver on the business outcomes.

The Lead Developer draws on a foundation of previous specialist IT knowledge and experience, including:

- Leading a team of developers to deliver secure, high quality, custom software,
- Designing and Programming customised software to meet defined requirements,
- Implementing processes and procedures, in alignment with SDLC principles.
- Highly developed analytical skills and a high level of written/verbal communication.

**Special Conditions**

<b>Work Status</b>	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
<b>Location</b>	Adelaide CBD
<b>Qualifications</b>	Not Applicable.
<b>Out of Hours Work</b>	Some out of hours work may be required.
<b>Travel</b>	Some intrastate and interstate travel may be required.
<b>Performance Management</b>	The incumbent is required to participate in SAPOL's iEngage program.

**Reporting / Working Relationships**

The Lead Developer:

- Reports to the Technical Delivery Manager, Mobile Workforce Program and works in collaboration with other line managers, senior managers and employees within SAPOL.
- Support the Technical Delivery Manager within the Mobile Workforce Program, making decisions that impact the delivery of critical ICT services across SAPOL.
- Liaises across IS&T branches and projects to ensure identified business, security, and architecture requirements are satisfied, and solutions integrate seamlessly within the SAPOL environment.
- Works collaboratively with Subject Matter Representatives (SMRs), Business Analysts, UX Designers, Test Analysts, and other team members.

**KEY OUTCOMES**

- Provide technical leadership to deliver secure, high-quality software solutions aligned with SAPOL's strategic objectives and SDLC practices Define and implement consistent SDLC processes including planning, design, development, testing, deployment, and maintenance.
- Design, develop and maintain web applications using Angular for the front-end and .NET for the backend (C#, web API, ASP.Net Core).

- Monitor industry trends and emerging threats to proactively adapt development practices.
- Integrate secure coding practices into all phases of development ensuring that applications meet internal security policies and external compliance requirements.
- Ensure high performance, scalability, and security of applications.
- Work closely with business, designers, and other developers to understand requirements and deliver high-quality solutions.
- Oversee unit testing, integration testing, and code reviews.
- Ensure documentation and version control practices are followed across all projects.
- Introduce CI/CD pipelines to support automated testing, integration, and deployment.

## QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

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### Essential Minimum Requirements

- Proven experience in software development, including secure coding practices, DevSecOps, and cloud-based architectures, CI/CD pipelines, and cloud platforms.
- Proven experience with multiple relevant programming languages, development tools/environments and methodologies including one or more of:
  - Angular – including components, services, and state management libraries
  - C#.NET Core for building APIs, services, and backend systems
  - Web design (HTML5, CSS3, JavaScript/TypeScript)
  - Java
  - Version control systems such as Git
- Experience with RESTful APIs and Microservices architecture.
- Well-developed knowledge of service management processes (ITIL) in the delivery of IT application services and an understanding of SDLC principles.
- Well-developed analytical and conceptual thinking skills and demonstrated ability to gather and interpret information, analyse complex business issues systematically, understand them, and present application-based solutions.
- Sound verbal and written communication skills to articulate technical ideas clearly and concisely and produce technical documentation.
- Demonstrated ability to develop and maintain sound working relationships with internal and external stakeholders and foster collaborative working relationships.

### Desirable Characteristics

- Familiarity with the South Australian Cyber Security Framework, particularly as relates to Secure Software Development, and industry standards such as OWASP.
- Experience with database technologies such as SQL Server or MySQL.
- An appropriate tertiary qualification in Computing Science, Information Technology, or a related field or equivalent knowledge gained through experience, training.

## CORPORATE RESPONSIBILITIES

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- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.
- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to **WH&S legislation**, principles and practices and risk assessment in accordance with the **WH&S Act (2012)**, regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Principles and Guidelines.