

THE CO-OPERATIVE BANK POSITION DESCRIPTION

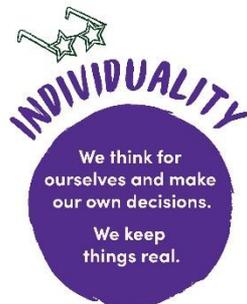
Position Title: Full Stack Developer

Reports To: Development Practice Lead

OUR VISION *To change banking for good*

OUR PURPOSE *To benefit our customers*

OUR BELIEFS *and behaviours*



PURPOSE OF THE POSITION

This role has five main purposes which are focused on developing high quality solutions that allow us to provide excellent experiences to our staff and customers. These solutions must be reliable and maintainable while supporting an appealing, consistent and fast experience.

Analysis and Design – Working with our business users, analysis teams and other developers to refine their ideas and requirements into solutions. Using your creativity and passion to challenge and champion new and innovative ideas.

Software Development – Building and refining our online applications – ensuring a great user experience and rock solid code quality across all systems that provide an end-to-end experience. This will require working across the full technology stack – cloud, database, APIs and front-end.

Test and Handover - Relentlessly pursuing quality standards – owning the solution and working with our test and operations teams to ensure we deliver great results.

Problem Solving – Things invariably take a turn for the unexpected. Using your analytical skills to uncover and resolve issues when they occur.

Encourage and Support Modernisation – Our business faces exciting challenges to continue to deliver great results. Modernisation of our complex systems is key to overcoming these challenges, and this role will support this by balancing the delivery of features in current systems with introducing and supporting evergreen initiatives.

MAJOR CHALLENGES

Creating great customer experiences: Our online presence is constantly evolving. Delivering beautiful and frictionless experiences to our customers and staff in every delivery. The underlying platforms that support the user experiences must be flexible and reliable.

Innovation: Constantly challenging the status quo and bring fresh ideas into delivery to generate new ways of delivering services for the customer.

ACCOUNTABILITIES

What you'll do	Success will mean
Analysis and Design	
<p>Interpreting and understanding detailed requirements or agile stories and designing the required software applications. Viewing requirements holistically, taking into account all interfacing systems and the numerous access channels for delivery used by the core banking environments.</p>	<ul style="list-style-type: none"> • To ensure delivery of robust and relevant applications that meet Business User requirements to agreed timelines. • Evaluating the suitability of current architecture to meet the required design • Influence the architecture and design of test, deployment and monitoring processes
Application Software Development	
<p>Development of software solutions based on the detailed requirements or agile stories. Ensure that the developed solutions are designed appropriately and implemented to a very high standard. Champion quality standards in code and documentation.</p>	<ul style="list-style-type: none"> • End to end applications that are highly responsive and beautiful as well as secure, reliable and cost effective are consistently released into production • Business objectives are met in a timely and effective manner • Quality of code base is maintained and improved • Code architecture is constantly reviewed and improved in keeping with current best practices • Development of infrastructure-as-code to deliver the software to production
Test and Handover	
<p>Testing of code to ensure high quality code is handed over to the test team. Provide a detailed and comprehensive level of documentation of built software ensuring a seamless transition to the operations environment.</p>	<ul style="list-style-type: none"> • To ensure users and customers have direct access 24/7 to all production systems • Comprehensive and up-to-date documentation of systems is critical for operational procedures • Automation of tests where possible, from unit tests, integration tests and supporting wider test automation • Support knowledge transfer and cross-pollination across the development and wider team

What you'll do	Success will mean
	<ul style="list-style-type: none"> • Non-functional testing – availability, performance and security • Support the application on a range of infrastructure, operating systems and cloud services • Implementation of DevOps tools and processes
Problem Solving	
<p>Perform root cause analysis to determine the current state and remedial fix for issues (bugs) with the banking environment and customer and business data access channels.</p>	<ul style="list-style-type: none"> • Ensures that complex issues are adequately diagnosed and resolved • Engage with other teams as required to prioritise and work through issues
Collaboration across Development Teams	
<p>Maintain an effective and collaborative working relationship across all development teams to ensure cohesive delivery to business requirements guaranteeing fit for purpose outcomes.</p>	<ul style="list-style-type: none"> • Enables modernisation to be applied at the front-end of the core legacy infrastructure • Delivery of robust secure solutions across development disciplines • Maintains the banks 'simple' banking systems approach • Ease of on-going expansion of the online, real-time services for users and customers • Expansion of knowledge of other architectures and interfacing systems • Ensures that software solutions are not designed to a single delivery channel view
Collaboration with your own Team	
<p>Essential to work collaboratively with other members of your team. Share knowledge and ideas with team members whilst remaining open to input from other team members. Contribute regularly to team knowledge sharing. Not be afraid to challenge and look for new ways to work. Share development and tool use experiences both good and bad with peers.</p>	<ul style="list-style-type: none"> • To ensure career progression and succession planning • Broaden individual skill base ensuring cost effective resourcing on-going
Currency of Skills	
<p>Undertake constant learning to become proficient in new development languages and frameworks as the bank continues its modernisation of legacy systems and broadens the channels available to users and customers to access information eg: Middleware such as Rest Services and development toolset Visual Studio.</p>	<ul style="list-style-type: none"> • To ensure career progression and succession planning • Broaden individual skill base ensuring cost effective resourcing on-going
Other Accountabilities	

What you'll do	Success will mean
<p>Works collaboratively with other members of the Team.</p> <p>Complies with Health & Safety requirements, including practicing safe work methods, and helping management eliminate workplace hazards.</p>	<ul style="list-style-type: none"> • Team work is well-integrated and team goals are achieved. • Demonstration of behaviours that define our core beliefs • H&S good practice and compliance supports a safe workplace.

DECISION MAKING AUTHORITY

- a) Decisions able to be made within delegated authorities.

This may include:

- Coding, testing and debugging applications

- b) Actions and decisions that are recommended to a higher level of management for approval, e.g:

- Application architecture and design approval where appropriate
- Training requirements

EXPERIENCE AND QUALIFICATIONS

- Role requires 5 years' experience developing customer web facing software.
- Demonstratable experience with design and architectural experience within an Agile team
- Experience with implementing and promoting Agile development practices is essential
- Tertiary qualification in Information Technology or qualification with relevant experience is desired.
- Banking and/or Insurance experience in a technical role which required exposure across the business would be an advantage.

SKILLS AND ATTRIBUTES

Leadership Skills

All of our people are leaders, no matter their role in the organisation. The leadership skills we look for and actively develop in our people.

- **Self-Aware:** You understand your own strengths, values and derailers and seek to be authentic in your leadership style. You have a growth mindset and want to be the best leader you can.
- **Team builder:** You understand that people have different motivators and styles, and you adapt your approach accordingly. You quickly mobilise and motivate teams of people to work co-operatively to get things done.
- **Influencer:** You want to make an impact beyond the borders of your role. You have presence and demonstrate 'horizontal leadership' across the organisation. You know the formal and informal channels to getting things done.
- **Change agent:** You are focused on the everyday improvement and innovation needed to create our digital future. You have the skills to not only conceive change, but to implement it effectively in an agile and flexible way. You are resilient in the face of setbacks.

- **Business savvy:** You understand how the Bank makes money and the drivers of long term value. You are attuned to market conditions, longer term trends and the changing needs of consumers.
- **Custodian:** In everything you do, you are focused on upholding our beliefs and working for the long term benefit of the Bank and its customers.

Technical Skills

- In-depth knowledge of:
 - C# and .NET (or similar)
 - API development
 - Automated Testing
 - SQL
 - Working in an agile environment
 - Unix and cloud systems
 - DevOps tools and processes – e.g. CI/CD, infrastructure as code, performance testing, log analysis
- Useful Experience
 - HTML5, CSS, Sass
 - Typescript, Javascript
 - Single page app frameworks such as Angular or Ember

Conceptual Skills

- Ability to architect, design and develop effective solutions using good analytical and problem solving techniques.
- Ability to create excellent user experiences, seeking advice from designers and business stakeholders
- Support the adoption of DevOps through promotion of better tools, processes and architectural improvements
- Capable of creating end-to-end solutions using existing frameworks and patterns
- Capable of making architectural and design decisions independently, creating proposals and seeking approval where necessary.