



## Position Description

**POSITION TITLE:** Lead Software Developer  
**LOCATION:** SAHMRI, North Terrace  
**REPORTS TO:** ANZORRG Registries Manager / SAHMRI ICT Application Manager  
**DEPARTMENT:** ANZORRG / SAHMRI ICT

### PURPOSE AND SCOPE OF THE POSITION

The Lead Software Developer is member of the Australia and New Zealand Organ Replacement Registries Group (ANZORRG), responsible for providing technical leadership and hands-on software development expertise for the group's registry information systems.

Leading a small team of two, and supported by the SAHMRI ICT Applications Manager, this role is responsible for the design, development, delivery, and ongoing enhancement of the registry's information systems. This includes both the creation of new application features and solutions within an established system framework, and the ongoing maintenance, optimisation, and continuous improvement of existing software.

The position requires a technically strong, solutions-oriented and customer focused developer with demonstrated leadership capabilities. The role spans full-stack development, API design, data integration, and user interface enhancement, ensuring that systems remain robust, secure, and user-friendly.

Key technologies include the Microsoft .NET MVC Framework, C#, Kendo UI, Microsoft SQL Server, SQL Server Reporting Services (SSRS), HTML5, CSS, Bootstrap, and JavaScript. Experience in RESTful web services, Git-based source control, and Python data visualisation is highly regarded.

### KEY PERFORMANCE INDICATORS

1. Development of high-quality software within reasonable time frames and budget
2. Demonstrate high-level communication skills to analyse and identify current and future application requirements, in consultation with SAHMRI and ANZORRG staff
3. Production of well written, concise and meaningful technical documentation to support new and existing software applications.
4. Conformance to and assistance in the development of excellent software development processes and practices.
5. Development of outstanding quality control measures for new and existing software applications.



## KEY RESPONSIBILITIES

The specific duties include:

- Lead and mentor a small software development team within ANZORRG.
- Engage with ANZORRG stakeholders to understand business needs and design appropriate software solutions.
- Contribute to new application development and enhancement of existing systems to improve performance, usability, and scalability.
- Oversee the full software development lifecycle, including analysis, design, development, testing, deployment, and maintenance.
- Develop and maintain responsive, accessible front-end interfaces and robust back-end components.
- Collaborate with SAHMRI ICT to ensure operational alignment with data management, infrastructure and cyber security requirements.
- Write high-quality, maintainable code, including meaningful unit tests and documentation.
- Plan and coordinate software deliverables to meet operational and strategic objectives.
- Promote and support effective quality assurance, change management, and configuration management practices.
- Monitor and report on software delivery progress to management, the ANZORRG team, and related stakeholders.
- Prioritise workload effectively to meet project timelines and requirements.
- Identify and contribute to process improvement initiatives.

Specific expectations include:

- Contribute to the achievement of professional expertise through the maintenance of ongoing personal professional development/continuing education.
- Comply with all SAHMRI policies and standard operating procedures, as well as regulatory requirements for programming, analysis and reporting of projects.
- Take reasonable care to protect own health, safety and welfare at work and avoid affecting the health and safety of any other person at work.
- Participate in the implementation of the Institute's Work, Health and Safety Management System and related laws, regulations and guidelines.
- Ensure that duties are performed in keeping with the principles outlined in SAHMRI's Vision, Mission and Values and the **Code of Conduct Policy**.

## SPECIAL REQUIREMENTS

- Some out of hours work may be required on some occasions in order to minimise disruption to applications



## Person Specification

### QUALIFICATIONS

- Essential: Relevant university degree in computer science, information management, or equivalent
- Essential: Relevant experience in Microsoft .NET MVC Framework, C# and Kendo UI
- Desirable: Experience with data visualisation app development using Plotly or similar
- Desirable: 4 years' experience in a similar position

### EXPERIENCE, KNOWLEDGE AND SKILLS

#### Technical

- Experience with Microsoft .NET MVC Framework, C#, Kendo UI and Git source control
- Working understanding of relational database design and development using Microsoft SQL Server
- Development of reports using Microsoft SQL Server Reporting Services.
- RESTful web service development
- Responsive and accessible front-end development using HTML5, CSS, Bootstrap and JavaScript
- Ability to understand an existing codebase and write meaningful unit level tests and documentation to improve overall code quality and supportability
- Ability to apply Atlassian tools for the execution and management of hybrid agile projects
- Experience with the design and deployment of CI/CD pipelines using Jenkins

#### Non-Technical

- Understanding of data governance, privacy, and security principles in healthcare environments.
- Strong communication skills and experience engaging with diverse technical and non-technical stakeholders.
- Able to identify, analyse and creatively solve business problems into cost-effective and practical outcomes.
- Experience leading small teams and managing end-to-end application delivery.
- Must be able to work independently as the only technical resource on a project, and in a team environment with other non-technical resources.
- Proven experience in implementing and supporting software solutions
- Commitment to producing quality code and UI/UX design
- Proven ability to perform effectively under pressure and prioritise workloads. Efficient time management skills, to ensure a high quality of work is completed within required time frames
- Demonstrate ability in interpreting code and documenting in plain language requirements for testing and
- Ability to work within time frames, ensuring that deadlines are met
- Support SAHMRI's commitment to reconciliation and acknowledge the importance of working in partnership with Aboriginal and Torres Strait Islander People
- Able to demonstrate the following SAHMRI Values and Culture:
  - **Excellence** – Bold, Driven, Dynamic
  - **Innovation** – Persistent and Focused



- **Courage** – Collaborative and Enabling
- **Integrity** – Embrace Diversity, Demand Equity
- **Teamwork** – Friendly, Fast, Flexible, Fun