FULL STACK DEVELOPER

DIGITAL SERVICES - PEOPLE, PERFORMANCE AND CULTURE

WHY WE ARE HERE

To improve the wellbeing of Hamiltonians, we need to become the leading community-focused Council, so Hamilton's full potential can be unlocked – making it the best place to live.

The following values - kia urutau/adaptability, kia ngaawari/simplicity, kotahitanga/inclusiveness, kaitiakitanga/guardianship, and kia manawanui /ambition are what make our thinking and mindset unique to Hamilton, so we need people on our team who understand that this value-driven thinking and mindset is the foundation of their performance. Our people are at the heart of everything we do.

WHY THIS ROLE EXISTS

This position sits within the People Performance & Culture Group. The purpose of this group is to support the business to achieve our mission.

WHAT YOU WILL DO

The purpose of the Digital Services Unit is to support business units to improve customer service, community outcomes and organisational performance. Reporting to the Platform Manager – Finance & Assets, you will provide integration and support services to project teams and our internal customers.

The Full Stack Developer (Integration Specialist) is responsible for designing, developing, and maintaining software with a strong emphasis on system integration within the Microsoft technology stack. This role requires expertise in C#, .NET Core, and Azure services to build scalable, efficient, and secure applications/integrations that meet business requirements. The incumbent will collaborate with cross-functional teams to integrate various systems, enhance existing solutions, monitor performance of integrations, develop and maintain comprehensive documentation, and ensure seamless data flow across the organisation's technological ecosystem.

Reports to	Platform Manager – Finance & Assets
Responsible for (total number of staff)	
Delegation	
Budget Responsibility	

KEY OUTCOMES

Some of the **key outcomes** for this role include:

- Provide technical leadership to DS projects. Work with internal customers to understand their business needs and consider them in the wider context of Council's data objectives.
- Maintain a strong focus on customer service, providing timely communications and responses to enquiries and requests. Manage customer expectation carefully and provide value for cost recoverable work.
- Undertake customer liaison, requirements gathering, scoping, and estimating for initiatives.
- Provide solution design knowledge and expertise to projects as required. Formally document designs, strategies, and approaches to meet the requirements of project delivery and on-going support.
- Plan delivery in conjunction with stakeholders, develop technical specifications, document outcomes, and execute development to agreed timeframes within existing frameworks, patterns, and practices.

- Develop and implement integration strategies to connect internal and external systems.
- Create and maintain APIs and microservices for system communication.
- Utilise Azure services (Azure Functions, Logic Apps, MicroServices) to facilitate integration tasks.
- Monitor performance of integrations and proactively discover and resolve issues to ensure minimal disruption to business activities that rely on our digital systems.
- Deploy, configure, and manage applications on Microsoft Azure.
- Optimise cloud-based applications for performance, scalability, and security.
- Develop test plans and document test outcomes where appropriate, ensuring all deliverables are agreed with customers and product owners.
- Participate in agile development processes, including sprint planning, daily stand-ups, and retrospectives.
- Ensure all development work complies with company policies, industry regulations, and security protocols.

HOW YOU WILL DO THIS

Our team culture is critical to our success. It's vital everyone who joins our team is an ambassador for our values, so together we can drive the best possible outcomes for our community.

YOUR MINDSET, SKILLS KNOWLEDGE, AND EXPERIENCE

You actively work at being the 'best version of you' and your mindset and behaviours have a positive impact on others.

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YOU BRING TO THE ROLE

- Undergraduate degree in Computer Science or Computer Engineering or a related field.
- Strong integration experience with 5+ years of hands-on systems and design experience at a senior level.
- Proven experience in system integration projects within a large corporate environment.
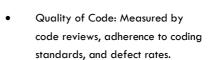
- Demonstrated experience with Microsoft Azure services and cloud deployment.
- Experience with Web Service creation.
- Proficient in C#, .NET Core, ASP.NET MVC, and Web API development, JavaScript, JSON and Jquery.
- Understanding and experience with Agile methodologies and techniques for successfully implementing software solutions.
- Extensive experience with Microsoft Azure services, including Azure Functions, Logic Apps, Service Bus, and API Management.
- Solid understanding of RESTful API design, microservices architecture, and integration patterns.
- Experience with SQL Server, including database design, querying, and performance optimization.
- Familiarity with DevOps practices and tools such as Azure DevOps, Git, and CI/CD pipelines.
- Knowledge of authentication and authorization mechanisms, including OAuth, JWT, and Azure Active Directory.
- Experience with containerisation technologies like Docker and orchestration tools like Kubernetes is advantageous.
- Knowledge and understanding of Agile SDLC
- Strong analytical and conceptual skills combined with business knowledge and pragmatism.
- Excellent relationship management, communication, and presentation skills.
- Familiarity with roadmap planning, development, and documentation.

KEY COMPETENCIES

- Technical Proficiency: Demonstrates expert knowledge of full-stack development and system integration within the Microsoft ecosystem.
- Innovation: Continuously seeks to improve existing solutions and processes through innovative approaches and technologies.
- Collaboration: Builds positive working relationships across departments to achieve common goals.
- Adaptability: Adjusts effectively to work within new work structures, processes, requirements, or cultures.
- Accountability: Takes ownership of tasks and delivers high-quality results within agreed timelines.

PERFORMANCE METRICS

- Quality of Code: Measured by code reviews, adherence to coding standards, and defect rates.
- Timeliness of Deliverables: Ability to meet project deadlines and milestones.
- Integration Effectiveness: Success in delivering seamless system integrations with minimal disruptions.
- System Performance: Application performance metrics post-deployment (e.g., response times, uptime).
- Collaboration and Communication: Feedback from team members and stakeholders on teamwork and communication effectiveness.

WORK ENVIRONMENT

- Standard office environment with the possibility of remote work as per council policy.
- May require occasional work outside regular business hours to meet project deadlines or address critical issues.

HEALTH AND SAFETY

- All of our people have a responsibility for their own and others health and safety. This includes following all health and safety policies and procedures, including reporting events and hazards, and participating in health, safety and wellbeing initiatives and programmes as required.

CIVIL DEFENCE

- Completes Civil Defence training and participates in events as required.

NOTE: This position description is a broad outline of roles and responsibilities for this position. Key responsibilities may vary from time to time, at the request of the team leader/manager to accommodate the operational needs of the team.