



FRONT-END DEVELOPER

Application Pack

PREPARING YOUR JOB APPLICATION

To prepare your application please complete the following

1. Review the 'Essential Information about Compassion'.
2. Review the position description.
3. Develop a 1 - 2 page cover letter. Your cover letter should address the relevance of your background and experience to this specific role. Please note, addressing the selection criteria is not required.
4. Develop a concise resume outlining your qualifications and employment history (max 5 pages).
5. Click 'Apply Now' on the job advertisement, uploading your resume, cover letter and answer the application questions to the minimum word requirement.

Contact Us

Should you require further information after reviewing this document, please contact our People and Culture team at peopleandculture@compassion.com.au.

ESSENTIAL INFORMATION ABOUT COMPASSION

Mission

Compassion exists to release children from poverty in Jesus' name.

What Makes Us Unique?



Christ-centred

We are dedicated to caring for the poor in response to God's call and giving hope to the hopeless by spreading the Gospel of Jesus Christ in an age-appropriate, culturally relevant and noncoercive way.



Child-focused

Children are the hardest hit by poverty, the least able to change their circumstances, and at the heart of Jesus' ministry. We address the holistic needs of the individual child so that they can become responsible and fulfilled Christian adults and change agents in their communities.



Church-based

We partner with local churches to implement our holistic child development model because they are uniquely placed to understand the real needs of their community and foster an environment of stability.

Statement of Faith

1. **WE BELIEVE** the Bible is the inspired, the only infallible, authoritative Word of God.
2. **WE BELIEVE** there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. **WE BELIEVE** in the deity of our Lord Jesus Christ, in His Virgin birth, in His sinless life, in His miracles, in His shed blood for the remission of sins, in resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
4. **WE BELIEVE** salvation is found only through Jesus Christ and requires individuals to acknowledge their sin, accept His forgiveness and repent.
5. **WE BELIEVE** that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
6. **WE BELIEVE** in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
7. **WE BELIEVE** in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto eternal separation from God.
8. **WE BELIEVE** in the spiritual unity of believers in the Lord Jesus Christ.
9. **WE BELIEVE** Jesus established the Church to carry out ministry on earth.



POSITION DESCRIPTION

Primary Purpose

The Front-end Developer works as part of the Technology Enablement team to develop and maintain technology solutions for operational challenges and opportunities, helping improve the efficiency and effectiveness of the ministry. Under the direction of the Development Lead – Supporter Applications they are responsible for implementing software solutions in line with articulated product development roadmaps including their ongoing maintenance. In addition, this role is responsible for translating required outcomes into a technical solution and upholding agreed development processes and standards.

Key Accountabilities

- Work with front end designers to define scope and implement agreed designs into existing applications.
- Design, code and release new software systems.
- Develop documentation and provide support for delivered systems.
- Contribute to team agile development methodologies in order to provide rapid development and continual improvement of software systems
- Contribute to the development and implementation of strategy, design, processes, budgets and deliverables.
- Assist with the development, implementation and promotion of IT policy and procedure to ensure the security and availability of systems.
- Investigate and advise on technology trends in order to keep Compassion Australia up to date with best practice.
- Other relevant duties as required.

Selection Criteria (Job Specific Skills, Knowledge & Qualifications, Experience)

- Experience in a software development role including the design and delivery of secure, scalable and user focused solutions.
- Degree or higher qualification in computer science, software engineering or related studies
- Experience working in an Agile development team.
- Advanced skills in ReactJS, Gatsby and general web technologies (JavaScript, CSS and HTML).
- Experience with VueJS, C# and .NET is desirable.
- Demonstrated experience working with native applications languages and frameworks (Ideally React Native) is desirable.
- Demonstrated experience in working as part of a team, including pair programming.

POSITION DESCRIPTION

- Demonstrated experience in communicating complex systems to a non-technical audience.
- Ability to interpret, use and create documents for communicating specifications and system designs.
- Problem-solving skills.
- Ability and desire to engage in continual learning in order to achieve excellence in software development.
- Experience working for a Christian ministry or not-for-profit organisation is desirable.

People Management Capabilities – Team Member/Specialist

Please see [link](#) to the capability requirements for this role.





**SEARCH FOR
COMPASSIONAU**

COMPASSION AUSTRALIA

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