



# DEVELOPMENT LEAD

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](mailto: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 Development Lead – Applications and Integrations is responsible for leading a software development team in designing and implementing technical solutions and overseeing their security and maintenance. In addition, this role is responsible for leading the development team to translate required outcomes into a technical solution and uphold agreed development processes and standards.

## Key Accountabilities

- Lead and manage the development team through:
  - regular check-ins and team meetings
  - providing technical guidance, coaching and support
  - refining agile development process, providing technical support for software developers as required and maintain accountability of team to following designed process.
- Consult with Business Analysts, Project Managers and end-users to:
  - understand technology needs
  - ensure resource allocation aligns with technical capabilities and work packages are designed and assigned accurately.
- Lead the technical and functional design, build and release of new software solutions in accordance with organisational processes, to maximise benefit to the ministry
- Ensure tickets and support requests related to software development are resolved in accordance with relevant SLA's
- In conjunction with IT Operations Manager:
  - ensure software development solutions are designed and maintained with agreed security measures and practices in place.
  - oversee Development Operations in relation to the improvement of and general management of pipelines, infrastructure and associated system maintenance
- Contribute to the strategic and tactical goals of the Technology Enablement Team through team capability assessments, capacity planning and by performing specific duties as required by workload and the Executive Director of Technology.
- Assist with the development, implementation and promotion of IT policy and procedure to ensure the security and availability of computer systems
- Investigate and advise on technology trends in order to keep Compassion Australia up to date with best practice
- In conjunction with Technology Enablement Leadership Team, provide oversight of vendors/service providers for any outsourced development work.
- Other relevant duties as required

## Selection Criteria

### (Job Specific Skills, Knowledge & Qualifications, Experience)

- Experience in a software development role including design of complex system architecture
- Advanced skills in .NET, APEX, C++/C# and web technologies (JavaScript CSS,HTML, React, Ruby)



# POSITION DESCRIPTION

- Salesforce experience is desirable, but not essential
- Bachelor of Science Degree or higher; Computer Science major desirable
- Experience leading a technical team and driving accountability to process and standards
- Experience designing and documenting solutions to be handed over for team members to implement.
- Agile project delivery and development experience
- Advanced skills and demonstrated experience in Microsoft Azure environment management including API management, logic/function apps and pipelines.
- Demonstrated experience in leading vendor and partner resources to collaborate with internal staff
- Ability and passion to create robust and scalable software solutions
- Demonstrated ability to interpret, use and create documents for communicating specifications and system designs
- Strong software system testing, design and architecture skills
- Ability to communicate complex systems to a non-technical audience
- Advanced problem-solving skills
- Demonstrated ability to take ownership of issues and bring potential solutions to situations

## People Management Capabilities – Leader/Manager

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









**SEARCH FOR  
COMPASSIONAU**

**COMPASSION AUSTRALIA**

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**[compassion.com.au](http://compassion.com.au)**

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