Releasing children from poverty
Compassion®
in Jesus' name

SOFTWARE 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 Backend Developer works as part of the Technology Enablement Team to develop and maintain technology solutions for operational challenges, to improve the efficiency and effectiveness of the ministry. As Compassion Australia replaces its current CRM platform and migrates most of its infrastructure to the cloud, the Backend Developer is primarily responsible for working alongside implementation partners on developing integrated solutions to ensure the organisation is equipped to continually achieve outcomes of our ministry strategy using the platform and associated services into the future.

Key Accountabilities

• Be involved and participate in the overall application lifecycle
• Define and communicate technical and design requirements
• Develop specifications and determine operational feasibility of solutions
• Write clean, decoupled, well-designed, maintainable, and scalable code
• Ensure software is tested, secure and production hardened
• Develop documentation and provide support for delivered systems
• Follow new and emerging technologies
• Remain up to date with terminology, concepts and best practices
• Develop technical interfaces, specifications, and architecture
• Provide training, help and support to other team members
• Engage in continuous product and process improvement by identifying technological and systems deficiencies and recommending process, procedures and method improvements
• Contribute to the delivery of strategic projects and outcomes of the Technology Enablement Team through performing relevant duties as required

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

• Extensive experience utilising the .NET Framework and C#
• At least 5 years backend development experience
• Experience using Git for version control
• Ability to write quality unit and integration tests
• Awareness of security concerns
• Experience in cloud environments (Azure, AWS)
• Demonstratable experience creating RESTful APIs
• History of system integrations
• Excellent analytical and time management skills
• Teamwork skills with a problem-solving attitude
• Great interpersonal and communication skills
• Good organizational and time-management skills
• Understanding of Agile methodologies

POSITION DESCRIPTION

- Strong attention to detail
- Experience working with Dynamics 365 (desirable)

People Management Capabilities – Team Member/Specialist

Please see link to the capability requirements for this role.

![Compassion logo — Releasing children from poverty, Compassion in Jesus' name](logo)