



Job Profile

Software Developer

Group: Finance, Commercial & Digital

Job Summary

To be completed by People and Culture team			
Job Family	Information Technology	Career Stage	E
Job Function	Programming and Development	Career Stream	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	1/07/2025
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	
People Leader	No	Indirect Team Size	

Who we are.

At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, and exceptional customer experiences.

Sydney Water is the main provider of water, wastewater, recycled water, and stormwater services in Greater Sydney. Our employees are dedicated to our customers, ensuring services are reliable and affordable, we are proactive and easy to engage with, forward-thinking, and environmentally focused.

Working with us means helping to provide essential services, safeguarding Sydney's future with a sustainable water supply, and protecting our iconic waterways. Our strategy guides our journey to enhance customer outcomes and continue delivering robust services to our city into the future.

Job Purpose

The Software Developer develops and delivers software applications and enhancements to digital portfolio applications ensuring quality delivery. They are focused on one or more digital technology domains and/or platforms and have deep technical skills associated with that domain. The primary focus will be on delivering technology solutions that drive customer outcomes. The role will apply appropriate and agreed techniques, ensuring that software is delivered to high quality standards and in compliance with industry and Sydney Water standards.



Job Specific	• Develop quality code that is secure, reliable, sustainable and meets Sydney Water standards, processes and frameworks. • Translate business needs into technical requirements while collaborating with all Digital Services teams to ensure optimal customer experience. • Collaborate and explore solution capabilities of the target platform with key stakeholders to assess functionality, production readiness and ensure it is aligned with operational needs and technical specifications. • Present technology options and recommendations to business stakeholders, translating complex technical concepts into clear terms while aligning with business goals. • Perform deployments within controlled test environments and participate in implementation of software release. • Ensure issues effecting code quality and delivery are escalated on continual basis to the technical leadership, ensuring customer focused delivery. • Execute assigned tasks to successfully meet customer requirements and achieve desired outcomes. • Participate in capability development and training to align with Sydney Water's evolving technology profile including skill transfer and guidance. • Generate system documentation that supports successful implementation and ensures effective system functionality. • Understand the broader technology stack while contributing to the design and interfaces of current systems and ensure compatibility across platforms. • Participate in technology quality activities, while contributing to architecture governance (e.g., Big42), balancing compliance with evolving needs and ensuring high standards are maintained.
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Education / Qualifications

Required	Tertiary degree qualification in information technology, computer science or similar or equivalent industry experience
Desired	

Certifications / Licences

Required	
Desired	

Experience

Required	- Minimum 5 years' experience in a Software Development including hands on coding - Working knowledge of the broader digital technology domain including architectural patterns. - Strong technical expertise in designing, building, and maintaining software applications across diverse environments, with a focus on clean architecture, modular design, and scalable solutions - Solid working knowledge of modern web standards and technologies, including semantic markup, responsive styling, dynamic scripting, and asynchronous data handling. - Proven experience delivering end-to-end solutions across the full technology stack, from user interface design to backend logic and data management, with a focus on interoperability and user-centric design. - Exposure to development best practice including unit testing and Continuous Integration (CI) and Continuous Deployment (CD). - Experience working in Scrum teams. - Demonstrated experience in implementing new and innovative technology solutions. - Demonstrated ability to work independently as well as part of a team. - Good communication skills, team focus and dedication to customer service. - Ability to adapt and be flexible in a changing environment. - Ability to translate business requirements to arrive at a technical solution that meets the business needs. - Proven ability to plan and self-manage workloads and deliver to the agreed functional and quality outcomes. - Ability to embrace change and adapt in changing environment. - Hands on knowledge of secure coding practices.
Desired	



Capabilities and Skills

The capability and skill requirements for this role are identified in the skills profile listed below. This is comprised of Enterprise Capabilities, that are essential for all roles and functional skills, which are specific to each role.

Enterprise Capabilities (C-E)			
Capability	Descriptor		
Accountability	Ensures that own actions and those of others are focused on achieving goals and owning the outcome, in a safe, inclusive collaborative way.		
Agility	Adapts readily to change and encourages alternative views by using a range of interpersonal communication skills. Develops and coach’s others while being aware of impact on others.		
Innovation	Develops innovative outcomes to solve problems in ways that are not immediately evident and encourages new ideas and thinking in others.		
Functional Skills			
Skill	Priority	Essential or Desirable	Proficiency level
Software Development Life Cycle	1	Essential	Intermediate
Prioritization	2	Essential	Developing
Critical Thinking	3	Essential	Developing
Computer Engineering	4	Desirable	Developing
Agile Methodology	5	Desirable	Developing
Debugging	6	Desirable	Developing
Unit Testing	7	Desirable	Developing
Troubleshooting (Problem Solving)	8	Desirable	Developing
Code Review	9	Desirable	Developing
Complex Problem Solving	10	Desirable	Developing
Proficiency Level Descriptors			
Developing - Building practical experience, needs continued coaching.			
Intermediate - Independent execution, minimal guidance.			
Advanced - Fully independent execution, coaches’ others.			
Mastery - Strategic, sought as expert internally and externally.			

Additional notes

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the [Acceptable Use of Information Technology Policy](#) and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorised people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.