

Application package

Position title:	Salesforce Developer
APS Level and salary range:	APS 6 (\$85,234 to \$97,367 plus 15.4% super)
Position offered:	Ongoing role. Full time (or part-time as we are committed to supporting flexible working arrangements)
Location:	Level 7, 309 Kent St, Sydney CBD
Closing date:	10am, 16 August 2022 – we will review applications as they arrive.
Contact Officer:	Steven Douek, Reporting and Technology Executive Manager
Contact number:	(02) 9432 7000

About the Agency

The Workplace Gender Equality Agency (WGEA/Agency) is the Australian Government's agency charged with promoting and improving gender equality for both women and men in Australian workplaces, through the provision of advice and assistance to employers and the assessment and measurement of workplace gender data. Our Agency was established by the *Workplace Gender Equality Act 2012* (Act).

Our Agency has two distinct functions: a regulator and driver of change. In our regulatory role we administer the Act which requires all private sector employers with 100 or more employees to report against six gender equality indicators, which have been developed to address the most pressing contemporary challenges to gender equality in Australian workplaces. The Agency is also in the process of expanding to collect data from the federal and state and territory public sectors.

As a driver of change our Agency seeks to motivate, educate and influence improved gender equality in Australian workplaces by promoting informed, evidence-based public discussion and understanding of gender equality, collaborating strategically to build strong relationships between the Agency and employers, using the Agency's data-rich research to position it as the leading source of information and advice on workplace gender equality issues.

Further information about our Agency is available at www.wgea.gov.au



About the opportunity

Our Agency is entering an exciting new chapter as we seek to deepen our impact, expand our reach and accelerate the rate of change. This hands-on role is a critical part of our Reporting and Technology team, responsible for the continued development, implementation and delivery of high impact technical solutions to create an exceptional user experience.

Position description

Position title:	Salesforce Developer
APS Level:	APS 6
Location:	Sydney CBD
Position Number:	25378
Team:	Reporting and Technology
Position offered:	Ongoing full time (or part-time as we are committed to supporting flexible working arrangements)

Purpose of the position

The Reporting and Technology team's purpose is to manage and deliver gender equality reporting, capturing data through exceptional systems and service, and ensuring compliance with the *Workplace Gender Equality Act*. The team is responsible for developing and enhancing technology platform requirements for improved user experience to enable expanding regulatory requirements. The team also provides Agency staff with Information Technology capability.

Guided by the platform product roadmap and under the direction of the Executive Manager responsible for overall delivery, the **Salesforce Platform Developer** is responsible for the continued development, implementation and support of the Agency's Salesforce platform, working with internal and external stakeholders to deliver business requirements as technical solutions. As a developer the role will be working on solution enhancements, designing, coding, testing and implementing features and enhancements.

Supporting and participating in an agile work environment, this role will assist the Agency to:

- continuously simplify and improve internal and external customer's user experience;
- improve productivity of the Agency and staff in reporting activities;
- increase the value of the Agency's salesforce investment; and,
- support the growth of the Agency's digital capabilities.

Expected outcomes and accountabilities

This position reports to the Reporting and Technology Executive Manager and is responsible for:

- collaborating with stakeholders (internal teams and external development teams) to plan, prioritise and track Salesforce development activities.
- developing customised solutions within the Salesforce platform in line with defined requirements.
- designing, coding, and implementing Salesforce applications.
- testing the stability and functionality of system developments.
- Identifying and undertaking incident and problem management of issues and identified bugs.



- creating timelines and development goals.
- writing specification and technical documents.
- maintaining the security and integrity of the application software.
- participating in the scrum ceremonies, providing Salesforce development insights and backlog updates.
- the continued development of Salesforce-based solution.
- contributing to other Agency projects as required.

Expected capabilities

The successful candidate will have the following capabilities:

- proven software development experience, ideally with a significant amount in salesforce development, including sound understanding of Salesforce Service/ Engagement Cloud and or Public Sector Foundation configurations and workflows.
- proficient in at least one object-oriented programming language (e.g. Java, C#) and a query language (e.g. SQL).
- advanced knowledge of and experience with Apex and OmniScript and a working understanding of Visualforce, Lightning platform (including Aura and Lightning Web Components), JavaScript, web services and declarative platform tools.
- salesforce configuration and development experience in building complex customisation and integrations for Salesforce applications.
- experience in SFDX continuous integration/continuous delivery (CI/CD) and deployment.
- hold current Salesforce Certification (Developer or Advanced Developer) credentials.
- previous experience with Salesforce Pardot or Public Sector Services would be well regarded.
- technical understanding of algorithms, systems architecture and end-user experience.
- experience with Agile processes and practices using scrum as well as service management tools: Kanban, Jira, Confluence, ServiceNow.
- good understanding of relational database model topics, APIs, logical operators, etc.
- strong interpersonal, verbal and written communication skills with sound experience in negotiating and resolving conflict with tact and discretion.
- a proactive and collaborative approach to completing work and a self-motivated learner
- well-developed organisational and project management skills, including the ability to work collaboratively in a team, delivering time-critical work within budget whilst maintaining a high attention to detail.
- ability to demonstrate a principled approach to the APS Values and Code of Conduct.
- Baseline Security clearance or the ability to obtain clearance (this includes being an Australian Citizen).

The Agency

What we are looking for:

- people who are committed to Gender Equality and delivering change in Australian workplaces.
- people who engage with the future direction of the Agency
- flexible and adaptable people to meet immediate needs and future challenges
- leaders committed to creating a positive workplace culture
- team oriented people with energy and a determination to succeed
- people who can make sound decisions and exercise sensible judgment
- people who are open and accountable and of high integrity.



What we offer

We value our staff and encourage our employees to be adaptable and collaborative. Our staff are key to our success. We offer:

- a culture that is committed to achieving results and values innovation
- opportunities to work on agency wide projects and collaborations
- roles that have a direct connection to strategic outcomes
- flexible working arrangements, including working from home, and excellent working conditions
- modern offices in Sydney CBD
- attractive salary packages including generous superannuation and a range of other benefits.

How to prepare your application

Eligibility to apply

Applicants **must** be Australian citizens.

Diversity

The Agency values the contributions of people with different backgrounds, experiences and perspectives.

The Agency encourages and welcomes applications from people of all genders, Indigenous Australians, people with disability, people from culturally and linguistically diverse backgrounds and mature-age people.

You can tell us in your application or when called in for interview if you need any adjustments to help you participate equally in the selection process.

Questions about the position

The contact officer is available to answer any questions you have about the position. You will find their contact details on page one of this application package.

Lodging your application

Your application should be emailed to recruitment@wgea.gov.au.

Applications close 10am, Tuesday 16th of August

Late applications

Late applications will not be accepted unless exceptional circumstances exist.

Preparing your application

You should include the following information in your application:

- **Personal details** including your contact details.
- A **summary** of your work experience (CV/Resume).
- A **cover letter/statement** outlining how your skills, experience and qualifications will help you to meet the requirements of the role. This will help the selection panel make an informed assessment of your suitability.
- Details of **two recent referees** including your current or most recent supervisor (we will seek your permission before we contact your referee)
- Any further relevant information.

Selection Panel

A selection panel (usually three people) will be formed to consider all applications and to develop a shortlist of applicants for further assessment. This assessment can take many forms but will usually include a face to face(or video) interview and could also include a short practical exercise.

Availability for interview

If you are shortlisted for an interview you can expect at least two days' notice. If you are not short-listed for interview, you will be notified in writing.

Interviews are planned to occur **late August** with offers expected to be made **within two** weeks of interview.

