



WHANGANUI
founded in
1892



WAIRARAPA
founded in
1896



MANAWATŪ
founded in
1902



HOROWHENUA
founded in
1987

Software Developer

Kaupapa | Purpose

The Software Developer is responsible for developing and supporting software applications and integrations that enable efficient and effective business operations.

Working within a Microsoft-focused environment, this role involves translating business requirements into technical solutions, maintaining existing systems, and contributing to new development initiatives that improve efficiency and user experience.

The position suits a developer with solid practical experience who is eager to grow technically, work collaboratively, and contribute to improving development practices and system reliability.

Reports to: **Application and Reporting Manager**

Team: **Digital Services**

Tō mātou tirohanga roa | Our vision

Whakairohia he toki, tāraia te anamata | Learning with purpose, creating our futures

Tō Mātou Pūtake | Our purpose

UCOL provides excellent and quality education opportunities that support learners, employers and communities gain the skills, knowledge, and capabilities Aotearoa needs now and for the future. Learners and their whānau are at the centre of all we do.

Tā mātou whakahaerenga | Our Organisation

UCOL's roots began in 1892 in Whanganui, joined by Wairarapa in 1896, Palmerston North in 1902 and Horowhenua in 2017. Adapting to the growing needs of a young nation, UCOL's innovation and agility has a compelling track record.

UCOL in its many forms has been part of the community for more than a century. We are a proud example of a successful Institute of Technology and Polytechnic. We have a rich heritage and much to contribute to the future of vocational learning. UCOL is a valued and essential partner and is known for leading vocational education and training opportunities



Software Development & Support

- Design, develop, and support new and existing software applications using modern technologies such as ASP.NET Core, C#, and JavaScript frameworks.
- Create and maintain integrations between systems via APIs, web services, and SQL-based data flows.
- Write clean, maintainable, and well-documented code following best practices and organizational standards.
- Conduct testing and validation to ensure quality, reliability, and performance of developed solutions.

Database and Reporting

- Develop and optimize database solutions using Microsoft SQL Server, including stored procedures, views, and functions.
- Support reporting and analytics through SQL Server Reporting Services (SSRS), Power BI, and SQL queries.
- Maintain and develop data integration solutions using Azure Data Factory and SQL Server Integration Services (SSIS).

Collaboration & Continuous Improvement

- Work closely with business stakeholders to understand functional needs and transform them into technical deliverables.
- Collaborate with other developers to maintain architectural integrity, coding standards, and best practices.
- Participate in code reviews and knowledge-sharing within the team.
- Contribute to documentation, deployment, and ongoing support processes.

- 3-5 years developing software with Microsoft technologies (C#, .NET, and SQL Server)
- Bachelor's degree in Computer Science, Software Engineering, or Information Technology (NZQA Level 7) **or equivalent experience**
- Proven experience in building RESTful APIs and working with Power Platform tools.
- Familiarity with Git, Azure DevOps, and modern development practices (CI/CD, automated testing)
- Strong analytical, problem-solving, and communication skills

Desirable

- Experience with Microsoft platforms such as SharePoint, Dynamics 365/Dataverse and Azure services.
- Skilled in automation tools (e.g., PowerShell) with an understanding of IT security and authentication principles.

Personal Characteristics/Attributes

- Proactive, self-motivated, and committed to continuous learning.
- Strong communicator who works well independently and in a team.
- Detail-oriented, adaptable, and focused on delivering high-quality results.
- Keen to grow technical and professional skills in a supportive environment.



Standard clauses

Health and Safety Clause (all Kaimahi)

Under the Health and Safety at Work Act 2015, you must take reasonable care of your own health and safety and that of others affected by your actions at work. This includes complying with UCOL's health and safety policies, procedures, and relevant legislation. You must identify and report hazards promptly, use equipment and PPE correctly, report incidents and near misses immediately, and participate in health and safety training and initiatives. Active engagement in improving health and safety practices is expected.

At UCOL, all roles hold collective responsibility for delivery of our UCOL competencies. As it applies to this position you are required to give effect to:

Te Tiriti o Waitangi. Through our developing understanding of our obligations and our connection with Te Tiriti as both individuals and as an organisation.

Ākonga at the Centre. Through prioritizing the experience, wellbeing, and success of our ākonga in our decision-making process.

Equity. Through recognition, empowerment, and inclusion we can give greater acknowledgement of the unmet needs of Māori, Pacifica and disabled ākonga and their whanau.

Vocational Education and Training Excellence. Through quality provision for all ākonga, meeting the regional needs of employers and communities.



Waiaro | Be

Ngā Uara | Our Values

Whanaungatanga | Relationships

Connecting with people and establishing meaningful relationships built on trust and integrity is vital. Great relationships result in collaboration, partnerships and unity. At UCOL, we embrace diversity and inclusivity for all people.

Kia eke panuku, eke Tangaroa | Excellence

Everywhere we look at UCOL we seek innovation and quality that defines us as a high performing institute. We strive for excellence in our programmes, our teaching methods, our resources and systems and processes. We want to see people excelling at what they do and are proud of what we achieve.

Te huringa tangata | Transformation

Transformation requires inspiration, and bold, courageous behaviour. We take pride in being a part of the transformation that occurs in our students as they become successful graduates and alumni. UCOL is always looking at fresh ideas.

Kia kakamā | Agility

Agility is about us working in many different ways, being adaptable and agile in the way we work with others. Through engagement, empowerment and innovation we develop deeper understanding and discover new ways of achieving our goals.

Ngā Hononga Mahi | Working relationships

Functional Relationships

Internal:

Application and Reporting Team, wider Digital Services Team, internal stakeholders.

External:

External suppliers, vendors and outsourced resource providers as necessary.

Resource delegations and responsibilities:

Nil.

