The Wintec Team
Ngā Whakatakanga o Wintec

You and the Wintec Team

You'll be part of the team at Wintec, which aims to strengthen the community on many levels (ki te whakakaha i te iwi hāpori mā te ara matauranga, rangahau arā umanga whanakenga). Your qualifications and industry experience will help us provide the best education, the most modern facilities and the latest technology to students locally, nationally and worldwide.

Connected to the World

You'll also help Wintec stay connected to business and the community so our students can gain on-the-job experience and graduate work ready. We'll support you to enhance your own qualifications and experience, extend your skill sets and expand your industry and educational connections locally and globally.

Working at Wintec

If you enjoy the challenge of new ideas, the satisfaction of a job well done and the success that comes with great teamwork, you'll love working at Wintec!

Role Purpose
Whāinga Turanga

1. Design, develop, and maintain solutions to meet customers' needs. Working closely with architects, project managers, Technology Delivery Team and Wintec staff to fully understand the business and functional requirements.

2. Analyse, design, develop, maintain, and refactor functional solutions using one or more of the required languages, tools or capabilities used at Wintec.

3. Grow a focus in a particular area or a broad range of areas where that aligns with kaimahi development and organisational goals. These areas include (but are not limited to): Azure, C#; SQL and data; JavaScript.

4. Contribute to strategic initiatives and projects and execute product and service improvements across Wintec current and emerging platforms while working collegially as part of a team,. reporting to the Technology Delivery Team Leader. Strong relationships with kaimahi across the organisation are essential.

5. Work independently on complex challenges and coach and support more junior developers in conjunction with the Technology Delivery Team Leader.

6. Contribute to development and data Communities of Practice and inform the ways of working

at Wintec.

Employment Details
Te Anga o te Mahi

Location	The appointee will be based at Hamilton City campus / Rotokauri campus / Hamilton Gardens campus / Te Kuiti campus / Thames campus, but may be required to work at other sites.
Reports to	Manager - Technology Platforms
Remuneration (An indication ONLY)	$101,000 to $132,600 per annum
Band	Band 7
Direct reports	Nil
Financial authority	Nil
Functional relationships *Internal*	Administration Staff Academic Staff Advisors/Consultants Dean of Faculty Department Managers Directors Heads of School/Centre Directors Team Managers/Team Leaders/Coordinators
External	Business / Industry / Community Consultants Ākonga / learners

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Accountable for Te Kawenga mō	Successful when Angitu ina
Leadership and Interpersonal Skills	Works through challenging issues and obstacles
	Has a can-do attitude
	Steadfastly pushes self and others for results
	Learns quickly when facing new problems
	Is open to change and can effectively cope with change
	Thrives in a fast-moving environment
	Supports team members and provides guidance where needed
	Relates well to all kinds of people, inside and outside of Wintec
	Builds constructive and effective internal and external relationships
	Uses diplomacy and tact
	Is seen as a team player
	Encourages collaboration
	Can quickly find common ground and solve problems for the good of all
	Is open to suggestions and experimentation
	Provides coaching and mentoring to Junior Developers and Developers to assist them to enhance their capabilities
	Provides guidance and support to Junior Developers and Developers to support their project and Business as Usual work
	Coaches and mentors colleagues as agreed with Manager Technology Delivery
Development and Implementation	Works with project teams and business users to define solutions for technical development
	Utilises best practise models and demonstrates a working knowledge of the .NET development space with an emphasis on .NET web, SQL server and Azure development.
	Re-engineers software solutions
	Creates high quality analysis, design and requirements specifications.
	Creates software according to Wintec's established standards and best practices
	Tests software against the requirements
	Analyses, designs and develops functional solutions, code and data

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Accountable for Te Kawenga mō	Successful when Angitu ina
	components to meet requirements and facilitate reuse wherever possible.
	Enables business users, product owners, business stakeholders to understand the impact of their decisions on the overall development
	Co-ordinates environments, including data population and migrations, and the deployment of code
	Develops and maintains all necessary application integration standards and documentation
	Ensures the team uses appropriate practices, invests in continuous improvements, and that the system evolves to meet its changing needs and environment.
Support and Maintenance	Provides ongoing support of Wintec's systems and platforms after development and implementation Writes and maintains documentation for existing systems and platforms
	Leads the development standards
	Updates existing systems and platforms based on changes to user requirements
	Updates systems and platforms when defects and inconsistencies are found.
	Raises change controls when required for changes to Wintec systems and platforms
	Troubleshoots, maintains, tests, deploys, and monitors data integrations between systems
Project Skills	Ensures risks to the project are raised and addressed in a timely manner
	Works effectively with other members in the project teams to ensure projects are delivered in a timely fashion
	Analyses and communicates potential changes required and their impact on all projects and development work.
	Can understand and communicate Wintec's business requirements and needs
	Can break down work into process steps
	Has a goals-based achievement focus
	Can work using an Agile methodology in a project environment

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Accountable for Te Kawenga mō	Successful when Angitu ina
	Can ensure with competing priorities the most important are focussed on.
Health and safety management accountabilities are understood and applied. Individual and staff H&S outcome and objectives are reviewed at least annually.	Significant hazards in the area of responsibility are identified, documented and reviewed annually or as new hazards emerge.
	Significant hazards are eliminated, isolated and/or risk minimised.
	Staff in the area of responsibility are involved in the hazard management process.
	Relevant H&S training is identified and completed for key staff and those with specific job/training requirements.
	Work accidents and incidents are reported as soon as possible after occurrence; investigation reports are completed and recommendations considered.
Wintec culture	Observes Wintec's mission, strategies, priorities and values in all activities
	Follows all Wintec policies and procedures and legislative obligations
	Demonstrates an understanding and commitment to the principles of the Treaty of Waitangi and Equal Employment Opportunities (EEO)
	Demonstrates an understanding of and commitment to Wintec's mission, strategies, priorities and values
	Promotes equity and diversity in the workplace; builds mutual trust; and treats staff equitably, transparently, fairly and in a culturally appropriate manner
	Undertakes continuous improvement and development of systems, procedures and service to ensure Wintec maintains and develops its position as a leading provider of vocational education and training
Other duties	Performs other duties as may be reasonably required from time to time

Our Values
Ngā Uaratanga

Working Together *Mahi tahi*	We work collaboratively within and outside our organisation. We form partnerships, openly communicate, share expertise and try new things.
Challenge and Innovation *Whakaaro whānui*	We are leaders, so we challenge ourselves and others to look for ways to do things better and to embrace innovation and achievement.
Customer Focus *Manaaki tangata*	Students, employers and colleagues in the organisation are all our customers. We drive our organisation from their needs, and act with purpose, creativity and energy to exceed their expectations.
Valuing People *Whakamana i te tangata*	We treat everyone with courtesy and respect, without prejudice and valuing different perspectives. We involve and listen to others, and recognise them for their contribution; always acting with integrity.
Taking Ownership *Kia tika*	We are all responsible for the overall success of our organisation, and are accountable for our actions and results. We make quality decisions based on sound information and we learn from our mistakes in a 'no blame' culture.
Improvement and Opportunity *Kia tupu, kia hua*	We are committed to setting high standards and continually improving what we do. We are passionate about extending opportunities to students, employers and the wider community.

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Competency Specification
Pūkenga Tautuhi

Education/training	Bachelor's Degree in Computer Science/Information Technology
	5+ years software development experience.
	Experience working with leading Agile application development approaches.
	Experience with Agile planning, estimating, and team collaboration skills.
	Proven experience in defining, documenting, and refining standard process and procedures.
	Experience with effective use of development platforms and tools.
	Experience building full environments in cloud systems.
	Experience automating front end, functional, and load tests.
	Holder of relevant tertiary qualification or work experience deemed equivalent.
Experience	Requires a minimum of 5 years development experience in a .NET development environment.
	Technical certification or relevant experience and portfolio of work in SQL, including completing performance tweaks to databases such as index tuning and ability to write fast, effective SQL queries.
	Technical certification or relevant experience and portfolio of work with PHP and JavaScript.
Typical knowledge, skills and attributes	Able to work with others to analyse, define and document integration requirements and specifications. Able to simplify complex technical issues in ways that non-technical people can grasp, understand, and advise on.
	A good understanding of systems development lifecycles
	Excellent analytical and problem-solving skills
	Able to apply a disciplined approach to change, configuration, and release management
	Good communication skills with the ability to communicate information, concepts, and arguments effectively
	Ability to think pro-actively, anticipate problems and issues and work with team members to implement innovative solutions

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A Results orientated approach with initiative, drive and a commitment to achieving objectives

Good relationship building and networking skills amongst managers, peers, staff, colleagues, and external stakeholders

High level of flexibility and responsiveness in dealing with management, users, and staff

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