Position Title	Software Developer
Salary Range	Dependent on qualifications and experience
Term	Fixed-term, 12 months with the chance of extension
Location	Brisbane office (potential for remote work option)
Open to	This position is open to Australian citizens and residents who have approval to work in Australia
Contact	Bradley Beddoes, AAF Head of Technology

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About Us

The Australian Access Federation Limited (AAF) operates the national authentication service for Australian higher education and research organisations, enabling cross-organisational access for over 1.4 million users. Users of the AAF's services include 40 Australian Universities and research organisations such as the Commonwealth Scientific and Industrial Research Organisation (CSIRO).

The AAF was founded in 2009 and is located in Brisbane. Our strong reputation and extensive track record offer a unique opportunity to work in an innovative and progressive company that is recognised as a global leader in its field.

Vision

The Australian Access Federation's Vision is:
To lead access management for Australian education and research.

Mission

The Australian Access Federation's Mission is:
To deliver secure federated access that connects Australian teachers, students and researchers to global online resources.

For further information about the AAF please go to https://aaf.edu.au/about/

Job Description

You will be responsible for designing, developing, maintaining and operating a range of cutting-edge technologies, in a quality and security focused environment, to meet the needs of an evolving identity federation that has been in operation for 11 years.

A strong desire to learn new technologies and frameworks, contribute ideas and deliver real outcomes that make a difference will see you be successful in this position. By joining the Australian Access Federation, you will have the opportunity to collaborate as part of an internationally recognised team of software developers.

Our technology stack is in a transition phase over the next few years from an extensive basis of very high-quality Ruby on Rails applications towards a future driven by the JVM and Kotlin. We're on a mission to ensure a practical type system will allow us to deliver performant, secure and longer-term maintainable applications whilst taking advantage of concurrent, functional software development techniques.

This role will generally focus on applications that have already been transitioned to Kotlin with other development environments being necessary from time to time.

We deploy all services within AWS and make extensive usage of cloud native AWS services. We value automation in everything we do from GitHub integrated CI processes, through to CloudFormation and blue-green deploys.

Qualifications

Tertiary qualifications in computer science, information technology or engineering together with industry experience and proven expertise in software development.

Key Selection Criteria

Essential

1. Feature development and maintenance of web applications, comprising a majority of the following skills:
   a) Modern Java development with experience in, or a desire to learn, Kotlin;
   b) Git, and GitHub usage;
   c) HTML, CSS and client side JS frameworks;
   d) Automated code testing (i.e. unit tests, integration tests, etc);
   e) Participation in full peer review for all code developed by the team; and
   f) A desire to learn new languages and concepts as required.
2. Delivering operational environments:
   a) Undertaking administration of Linux servers;
   b) Utilising Amazon Web Services (AWS) technologies; and
   c) Using Ansible, CloudFormation or similar automation tools.
3. Following processes for testing and implementing system changes to ensure operational uptime and security of our environment is maintained.
4. Authoring concise, easy to understand technical documentation.
5. Willingness to research new technologies and share outcomes with the team.
6. Assisting tier 1 and 2 support staff to resolve complex issues for clients.

7. Ability to communicate effectively (verbally and in writing) on technical and non-technical topics with team members, AAF subscribers and international collaborators.
8. Working independently and effectively on tasks.
9. Excellent organisational skills including an ability to prioritise tasks and meet deadlines.

Desirable

1. Development in Ruby and the Ruby on Rails framework;
2. Knowledge of authentication, authorisation and identity security standards, in particular:
    a) SAML and SAML federations, ideally utilising Shibboleth components; and
    b) OpenID Connect and OAuth2;
3. Experience contributing to and maintaining open source software communities
4. Secure and defensive coding principles
5. Usage of functional programming concepts
6. MySQL database and query development/optimisation
7. Configuring and maintaining automated, continuous deployment of new releases.
8. Development of systems for higher education and research.

Reporting Relationships

The position reports to the Head of Technology.

Key Result Areas and Accountabilities

1. Design, develop, document, test and evaluate software solutions in line with the AAF's business plan, technical roadmaps and projects.
2. Assist with the delivery of the day-to-day operations of the federation, including:
    a) Deploying new releases of software;
    b) Monitoring the availability of the Federation's systems;
    c) Resolving technical problems and issues; and
    d) Authoring high quality documentation.
3. Provide customer focussed support to AAF subscribers, which supports all aspects of the business of the AAF, and which clearly demonstrates that customer satisfaction is paramount.
4. Work independently with initiative and a degree of autonomy, given broad direction.
5. Demonstrate energy and creativity in all job aspects, in particular through efficient and quality focussed commitment to work practice.
6. Apply, develop and extend job-specific, professional and organisational knowledge to strive for professional growth and excellence in performance.
7. Create and maintain effective working relationships with all AAF subscribers and key groups of interest to the AAF, demonstrating exemplary professionalism at all times.
8. Openly demonstrate values of trust, integrity, honesty, fairness, and reliability, conveying a strong work ethic and clear commitment to a harmonious work environment.
9. Ensure compliance with all relevant financial and legal requirements as applicable.

10. Adhere to the principles applicable to a "Position of Trust" and ensure that information and data is protected through compliance with all relevant and appropriate instructions, legislation, policies, and procedures.
11. Maintain a professional appearance at all times.
12. Work and act safely and take all reasonable care to protect personal health and safety and the health and safety of others.

Other Job-Related Information

1. The AAF is committed to ensuring a healthy work life balance for all staff.
2. The position is a full-time position, with normal office hours from Monday through Friday.
3. Some out of hours work may be required from time to time.
4. Travel may be required for interstate trips within Australia from time to time.
5. The position is based at our Brisbane office. Applicants are required to be physically located in our Brisbane office day to day and eligible to work in Australia, however remote work may be considered for the right candidate.