

Analyst Programmer



To take a shared role in developing, managing and supporting GNS databases, associated applications and management information systems for GNS, ensuring their integrity, security, ease of use and high availability to users.

Reports to:	Applications Manager
Department:	Information Services and Technology
Group:	Business Services
Tenure:	Permanent
Location:	Avalon
Direct reports:	Nil
Budget:	Nil
Career Path:	Specialist
Job Family:	Operations, Data and Technology
Career Step:	Specialist 1 / GNS Band 6
Date:	August 2022

Position priorities and responsibilities

Applications Development

- Perform business analysis for development projects including liaising with GNS Science staff, running requirements gathering meetings, analysis and documentation of requirements
- Design and develop specifications for applications, including data models, as required for the development process
- Develop code and unit test applications to support the operations of GNS Science providing technical assistance where appropriate
- Test and document applications and provide training to staff
- Deploy applications with minimal disruption to the operations of GNS Science.
- Comply with GNS Science development standards

Support and Maintenance

- Ensure Applications support calls are prioritised and dealt with in a timely manner
- Provide peer review and support to colleagues
- Participate in workshops on specific areas of knowledge for the Applications team and the wider GNS Science development staff
- Identify and help to resolve issues that may affect the successful delivery of applications and service

Other

- Build effective working relationships with dataset owners and key end users
- Undertake projects as directed by your manager as and when required

Responsibilities of all staff

- Comply with all GNS Science policies and procedures.
- Contribute to making GNS Science a healthy and safe place to work by complying with the responsibilities and accountabilities outlined in the Health and Safety Management System Framework.

The responsibilities of this position will change over time to respond to changing needs. The incumbent will need the flexibility to adapt and develop as the company and its environment evolves.

Key working relationships

Internal:

- GNS Scientists, management and support staff

External:

- GNS Science customers and collaborators, software vendors

Person specification

Skills, knowledge and attributes

- Good working knowledge of web technologies such as HTML, HTTP, CSS, Javascript
- Good working knowledge of Java, Java frameworks and web services
- Ability to build effective working relationships
- Strong systems and network security awareness
- Clear communication skills
- Ability to work independently
- Excellent problem-solving skills
- A self-starter

Experience

Essential:

- Proven experience in requirements elicitation and analysis techniques
- Proven Industry experience of developing effective web-based and database centric systems, architectures and technology with experience of systems and data integration using modern technologies
- At least 3 years Java and Javascript development
- GIS and Spatial database experience including Geoserver, OpenLayers, ArcGIS product suite\
- Working knowledge of Tomcat, Linux
- Strong knowledge of relational database technologies (Oracle) and SQL

Desirable:

- Worked within an Agile methodology environment
- Experience with Hibernate, Spring MVC frameworks

Qualifications

Essential:

- IT qualification or equivalent industry experience

Desirable:

A relevant tertiary or technical qualification

Performance Dimensions

At a high level, GNS Science recognises six **Performance Dimensions**: three relate to technical capability, one relates to leadership (if applicable) and two relate to the *way we work*. Below are the general expectations that are the minimum standards expected of all staff. There are also expectations that specifically relate to the career step associated with the role; you can find these on GNS Online.

Technical capabilities

Scope, complexity and innovation

- Enduring commitment to maintaining and developing skills and knowledge in area of expertise.
- Both the ability and desire to apply appropriate rigour, principles and practices to deliver quality work in a cost-effective manner.
- Acts in a manner that conveys high personal and professional standards.
- Open to coaching and feedback – incorporates suggestions to find better ways of doing things (to improve own and GNS Science performance).

Contribution to GNS Science / profession

- Establishes and maintains effective and collaborative working relationships – with colleagues and external individuals and groups.
- Both the ability and commitment to work in a culturally responsive and inclusive manner; respecting and valuing the diverse perspectives of individuals and groups.
- Takes an interest in early career colleagues, graduates and students – provides coaching and/or mentoring as appropriate. Supports initiatives to promote science careers.
- Prevents harm to self and others by carrying out duties safely and responsibly.

Delivery of work

- The ability and commitment to deliver pieces of work and projects on time to required quality, cost and benefit parameters.
- The application of appropriate project management rigour, principles and practices to delivering quality projects in a cost-effective manner

Behavioural expectations

Manaakitanga – we do the right thing

Champions a positive working culture. Works and interacts with colleagues, external partners, stakeholders and customers in a way that is consistent with our values:

- We are **CONNECTED** in our purpose; with each other, with partners and stakeholders and with our communities.
- We are **INSPIRED** by our work to explore, challenge, innovate and aim higher.
- We are **EMPOWERED** to be our best – valued for our differences, encouraged to contribute and enabled to grow and develop.

Bicultural commitment

- As a Crown Research Institute, GNS Science is committed to partnering with iwi/hapū and Māori communities and agencies to achieve their science aspirations.
- We do this in a way that is culturally appropriate (**tikanga**) and honours Māori and non-Māori worldviews (**te ao**).

These expectations are intended to support and guide the development of individual staff.