

Senior Software Developer

Horopaki | Context

Kaunihera Taiao ki Waitaha | Canterbury Regional Council, also known as Environment Canterbury, is the Regional Council for the largest region in Aotearoa/New Zealand, covering an area of 44,500 square kilometres, with a population of approximately 700,000.

As a regional council, we are responsible for managing natural resources including air, soil, water and land. We work in partnership with mana whenua Ngāi Tahu to protect the health of our environment to ensure a sustainable and prosperous future for our region.

The region's evolving environmental and political context means we will continue to be agile and adaptive, as we respond to regulatory and environmental changes.

Our mahi (work) is organised around the delivery of our three core services:

- Environmental Regulation and Protection
- Community Preparedness and Response to Hazards
- Public Transport

We are guided by our strategic drivers (pou):

- Putting the community and our customers at the heart of everything we do
- Growing our relationship with mana whenua into a true partnership
- Maturing our governance model and understanding of our political environment
- Removing pain for our people (and customers) by improving our systems and processes.

Our mahi is also underpinned by our values:

- Kaitiakitanga (stewardship)
- Pononga (integrity)
- Manaakitanga (people first)
- Whanaungatanga (collaboration)
- Māiatanga (can do).

Aronga | Purpose

The purpose of this role to build, design, run and improve software, so that it is scalable, performant, secure and easy for others to reuse and maintain.

Ngā Haepapa | Accountabilities

A senior developer delivers and integrates software to form a complete service. At this level, you will:

- Plan and lead development on features to meet the customer's needs ensuring they are aligned with user needs and business goals.
- Maintain a deep understanding of the design of our digital systems, including how components interact and the rationale behind key decisions. Take responsibility for teaching this knowledge with others by explaining design choices, promoting technical awareness, and supporting knowledge transfer across the team and across other disciplines.
- Demonstrate strong technical capability and consistently apply best practices in software development. Set a positive example through your leadership, professionalism, and collaborative behaviour, influencing others to uphold high technical standards.
- Operate the production services you build.
- Record in an appropriate manner, that ensures work is repeatable and robust, and knowledge is retained.
- Actively find ways to improve our systems, process and technology for better business outcomes.
- Work with cross-functional teams to understand and prioritise user needs, turning business concepts and user needs into effective technology recommendations. Advocating for inclusive design and data-driven decisions that improve user and business outcomes.
- Manage service components to meet business objectives and performance targets, designing solutions with embedded security controls to proactively mitigate information security risks.
- Take ownership of designing, building, testing, and documenting complex software systems that meet performance, security, and user needs. Ensure solutions are reliable, scalable, and aligned with modern engineering standards, including CI/CD, security best practices, and accessibility.
- Actively contribute to systems integration, operation of production services, and support of live services.
- Provide technical leadership by guiding system architecture, selecting appropriate tools and standards, and reviewing the work of others to ensure quality and efficiency. Champion prototyping, reusable design patterns, and iterative development to deliver maintainable, well-structured code and services.
- Mentor and support developers across the team, lead code reviews, prototyping efforts and promote knowledge sharing. Set a positive example through your leadership, professionalism, and collaborative behaviour, influencing others to uphold high technical standards.

Toitū Te Tiriti | Treaty Partner Excellence

- Deliver outcomes that underpin and give effect to achieving Ngāi Tahu cultural and environmental aspirations, including but not limited to, mahinga kai and revitalisation programmes.

- Connect with our Ngāi Tahu partner to ensure understanding of Ngāi Tahu aspirations and priorities so that there is genuine input and contribution, which can be considered in mahi programme development and prioritisation.
- Demonstrate openness and courageousness in approaching issues and in co-design of processes and systems, supporting thought leadership that can give effect to the progression of the partnership.
- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within Waitaha/Canterbury and Te Rūnanga o Ngāi Tahu, to demonstrate our commitment to recognise and provide for the kaitiaki/responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision-making processes, effective engagement and development of existing working relationships.
- Support the organisation's cultural capability journey, leading by example and identifying clear priorities, expectations, and development opportunities for individual capability; planning and aligning work to support organisational cultural capability across all aspects of delivery.

Hauora me te Marutau | Health and Safety

The health, safety and wellbeing of our kaimahi and community is a priority for the Council, and we proactively implement robust health and safety practices. To meet our legal obligations you must:

- Understand the health and safety and risk obligations that rest with this position, and care for your own health, safety and wellbeing and that of others you may interact with.
- Ensure awareness of, and compliance with, legislative and operational standards, policies and guidelines, including the Council's code of conduct.
- Maintain an enquiring mind, undertake your own due diligence, and apply your knowledge of best practice to ensure a detailed understanding of any risks associated with this position.
- Ensure that relevant certifications are maintained, if applicable.

Hononga ā-Mahi | Working Relationships

Kai rō Kaunihera | Within the organisation

- Accountable to the delivery team for the delivery of technical solutions to support delivery outcomes.

- Maintain a close working relationship with Digital Solution team members, particularly technical leads, facilitating and influencing to ensure solutions align and integrate with existing systems and overall Digital strategy.
- Collaborate with the wider organisation to understand business needs, obtain feedback, and influence and/or facilitate conflicting viewpoints to enable fit for purpose solutions. Champion best practices and standards, being an example of technical capability, behaviour and leadership in software development.

Kai waho i te Kaunihera | Outside the organisation

- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within Waitaha /Canterbury and Te Rūnanga o Ngāi Tahu.
- Demonstrate Council's commitment to recognise and provide for the kaitiaki responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision making processes, effective engagement and development of existing working relationships.
- Work with Team Leader – Integrations and Dev-Ops Liaise to establish and maintain affective software services.
- Develop and maintain collaborative working relationships with related organisations locally and nationally.

Ngā Herenga Motuhake | Special Conditions

As a regional council, we have a specific requirement to provide a civil defence function for Waitaha. Kaimahi are required to be available to assist, support or be associated, as reasonably required, with any Civil Defence emergency or any exercise organised in relation to this function.

Additionally, all kaimahi are expected to assist, support and respond, as reasonably required, to any event where the Business Continuity Plan is activated.

Māngai Whakahaere | Delegations and Authorities

Where specified, this role has delegated authority to make decisions in accordance with Council-approved delegations, and authority for decision making in accordance with policies and guidelines for financial, people management and media-related activities.

Additional specific delegations may be given by the Chief Executive to the Chief People Officer on people and safety matters from time to time.

Ngā Āheitanga | Capabilities

Tohu Mātauranga | Qualifications

- A tertiary qualification with an emphasis on in computer science, Information Systems or similarly related field. Equivalent experience will also be considered in lieu of the tertiary qualification. a

Mātau ā-wheako | Experience

- At least 5 years industry experience in a similar role.
- Extensive experience in the following:
 - Full Stack development including experience working with a number of digital systems elements (Mobile, Web, APIs, Server-side code, Database, Service Bus, and GIS).
 - Enterprise Integration Patterns, with a proven ability to design and implement scalable, maintainable, and secure integration solutions.
 - Azure Integration services including Logic Apps, API Management, Service Bus, Event Grid, Function Apps, and Event Hubs.
 - Proficiency in .NET/C# (or Node.js/Java/Python) and scripting tools such as PowerShell and Azure CLI.
 - Modern web frameworks such as React and Angular.
 - Worked in an Agile/Scrum team, attending sprint planning, daily stand-ups, and retrospectives.

Software & Technical Knowledge

- Integration(Cloud &On-prem)
 - Azure Integration Services: Logic Apps, Functions, API Management (APIM), Service Bus (queues/topics), Event Grid, Event Hubs, Data Factory
 - Integration Patterns: REST/GraphQL APIs, Webhooks, publish/subscribe messaging, request/response, event-driven architecture
 - Connectivity & Networking: Azure Virtual Networks (VNet), Private Endpoints, ExpressRoute, VPN Gateway, Application Gateway, Azure Front Door
 - Data & Storage: Azure SQL Database/Managed Instance, PostgreSQL, Blob, Table/Queue Storage
 - SSIS / SQL Server Integration Services for ETL and data migration
 - Integration Runtimes: Azure Hybrid Connection Manager, Self-Hosted Integration Runtime

DevOps & Infrastructure as Code

- CI/CD: Azure DevOps, GitHub Actions, GitLab CI
- IaC & Automation: Terraform, Bicep, ARM Templates
- Containerization & Orchestration: Docker, Kubernetes (AKS)
- Monitoring & Observability: Azure Monitor, Application Insights, Log Analytics

Programming & Scripting

- C#, .NET, JavaScript/TypeScript, Angular, React
- PowerShell and Bash for automation
- Service support. You can identify, locate and fix faults.

Ngā Pūkenga Matatau | Core Competencies

Specific behaviours at the Technical Leader level sit beneath each of the following organisational competencies.

Customer Focus	Ensuring that the customer perspective is a driving force behind decisions and activities. Initiating and maintaining relationships inside and outside the organisation.
Business Acumen	Using an understanding of the organisation's position to contribute to effective strategies and tactics by using economic, financial and industry information. Thinking from the ratepayers' perspective.
Achieving Outcomes	Translating strategic priorities into operational reality; aligning communication, accountabilities, resources, internal processes and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.
Leading Change	Identifying and driving organisational and cultural changes needed to adapt strategically to changing demands, technology, and internal initiatives; using new approaches to improve results by transforming organisational culture, systems, or services.
Common Purpose	Working towards a compelling view of the future by engaging with the organisation's vision; understanding and aligning to the common purpose.
Building Capability	Attracting, developing, engaging, and retaining talented individuals allowing the organisation to meet current and future organisational challenges. Sharing authority, responsibilities and decision making to enable individuals to stretch their capabilities and accomplish strategic priorities.

The above statements are intended to describe the general nature and level of work being performed; they are not an exhaustive list of all responsibilities, duties and skills required of the position and incumbent. From time to time the incumbent will be required to accept and carry out other duties.

Band / Grade	Position Code	Last Updated
[...]	[...]	[...]

I agree to undertake the responsibilities detailed in this job description:

Ingoa | Name:

Waitohu | Signature:

Rā | Date Signed: