



Job Description

Position Title	Senior Full Stack Developer
Organisation	Hill Laboratories

Functional Relationships	
Reports to	Software Development Manager
Reporting Staff	None
Liaise with	Other Developers, ICT Staff, General Staff
In the absence of incumbent	Other IT Staff
Authorities	None

Job Brief:

Hill Laboratories is a commercial provider of analytical services to a wide variety of customers in NZ and overseas. Around 400 staff are employed in the organisation, which is recognised by customers as being a leading NZ analytical service provider.

This position aims to provide analysis, design and programming support as required by the Software Development Manager to allow completion of various IT projects under development at Hill Laboratories.

Purpose of Position

Hill Laboratories develops a variety in-house systems ranging from instrument interfacing to invoicing and reporting of results to the web and mobile applications for use in-house and external clients.

Our service-oriented architecture utilises microservices that are written in C#/.NET Core. All of our services are written in C#. We make extensive use of ASP.NET Core, Entity Framework, and NServiceBus. The user interface is written using Angular and Typescript. We rely heavily on AWS and a number of its IaaS offerings.

The incoming team member will work across backend, middleware and front end. In doing this, they are expected to contribute towards the analysis, design and development of our applications.

Hill Laboratories

Our Purpose

Hill Laboratories is recognised by customers as being a leading provider of commercial analytical services to a wide variety of customers in New Zealand and overseas. In a nutshell, Hill Laboratories applies technology to provide excellent analytical services for our customers.

Our Vision

We are the lab of choice because we are reliable, trusted and respected. We are the recognised experts in our field and we make it easy for our customers to work with us.

Our Values

People are valued and we enjoy our work.

Innovation and agility

Honesty and integrity

Accountable and disciplined

Our Reason for Being

We make a difference for our customers by helping them increase their productivity, ensure safety, minimise environmental impact, meet regulatory requirements and support their communities' well-being.

Expected Key Outcomes	
Accountability	Deliverables/Outcomes
Operational	<ul style="list-style-type: none"> • Use creative thought process to devise innovative solutions that meet acceptance criteria as created by the business analysts. • Work within and actively contribute to the agile team. • Design and develop both services and user interfaces to meet requirements as defined by the business analysis and UX teams. • To help with the design of the supporting infrastructure to ensure the application runs with the speed our users expect. • Support users by developing documentation and providing training and other support where required. • To work with honesty and integrity while still taking ownership of tasks and ensuring they are delivered to the highest standards. • To work within the timelines and budget as much as they are applicable in an agile environment. • To seek help when required and voice your opinion when you don't believe in our chosen direction. • Will undertake other duties as required to ensure the safety and continuity of service delivery to the business, as identified by the Software Development Manager.
Continuous Improvement	<ul style="list-style-type: none"> • Continually identify improvements to the way that things are done • In consultation with management implement improvements to improve efficiency and the overall profitability of the organisation
Health and Safety	<ul style="list-style-type: none"> • Ensure that the workplace is clean and safe, actively promoting all aspects of Health and safety in the workplace.
Personal Development	<ul style="list-style-type: none"> • Participate in regular performance reviews with your line manager. • Actively participate in the assessment and implementation of work-related learning and development requirements. • Keep up-to-date with development practices. • Meet training requirements of the role.
Quality Management and Broader Organisational Goals	<ul style="list-style-type: none"> • Follow ISO 17025 laboratory accreditation principles. • Understand and adhere to Hill Laboratories quality systems and processes as they relate to this role.

Educational and experience competencies required:

1. Good understanding of UI, UX principles
2. Good HTML and CSS skills and experience
3. Good understanding of Angular 2+ attained in a working environment.
4. Good understanding of C#.
5. CSS pre-processors, e.g. LESS, Sass
6. Understand RESTful principles and be able to implement web services that are capable of functioning at scale
7. Experienced with Agile and best practise development techniques.
8. You are familiar with Unit testing on the front end (JavaScript and TypeScript)
9. You are passionate, energetic, personable and committed to your career.
10. Familiarity with SQL Databases and associated tools.
11. Experience with source control systems such as Git

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12. Familiarity with Linux & Microsoft Windows operating system platforms. (Familiarity with Linux based operating systems would also be useful.)
 13. Good communication skills and interpersonal skills.
 14. Experience with AWS would be advantageous.

Key Performance Measures:

1. Work is completed in agreed time frames and to accepted Quality and Health & Safety standards.
2. Agreed team goals are met.
3. Personal Development goals are met.
4. Practice company values and expected behaviours.

Behavioural Competencies Required

1. **Is a role model of positive behaviours and values** – lives the values of Hill Laboratories, leading others by example. Will ‘roll their sleeves up’ and help teams out when needed. Has a positive influence on the culture of the staff they lead, and on the organisation as a whole.
2. **Honesty and Integrity** – while this is a value of the organisation, this role requires particular diligence for the incumbent, their staff and as a watchdog.
3. **Process orientation with an attention to detail** – has a natural inclination to develop and document processes for work being undertaken. Has an excellent attention to detail.
4. **Communication** – is an effective communicator with staff, peers, and those in more senior roles in the organisation (including Directors). Can convey both positive and negative feedback constructively. Recognises areas in which communication is required, and is proactive in addressing these communication needs.
5. **Reliably delivers on results** – has the time management and organisational ability to ensure that agreed outcomes are achieved in an orderly and reliable way. Has a personal aspiration to meet and exceed the targets set for them. Deals well with problems, finding solutions while not allowing stress or pressure to affect behaviours.
6. **Quality focus** – is determined to deliver outcomes that are of consistently high quality. Approaches quality issues in an objective manner, finding solutions that will deal with problems in the long term.
7. **Improvement focus** – is proactive in finding solutions to problems, and ways to improve processes that will increase efficiency or improve outcomes for staff and customers.

Signed

Approved by:

(line manager name)

Position:

Signature:

Date:

Agreed To By:

(Employee name)

Signature:

Date:

<End>