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## G:\Human Resources\1 - Dept Only\HR Templates\Cengage_Logo_FullColor.pngPOSITION DESCRIPTION

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**Name:**

**Job title:** Developer (12-month contract)

**Date:** November 2019

**Department:** Digital Platforms

**Reports to:** Head of Platform Delivery

**Basic purpose:**

The Developer is responsible for development and implementation of digital platforms for the Cengage Australia business. The Developer collaborates with product managers, project managers, UX designers and other internal and external stakeholders to understand user and business needs within the context of the platform in use. Using this knowledge, they will collaboratively deliver work within a product team in a timely manner along with setting standards that ensure digital platforms exceed requirements.

Platforms will include external, customer facing or internal business platforms.

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| **Key Outcome Area** | **% of** **Total** **Job** | **Objectives and Tasks** | **Core Competencies** | **Standards** |
| Problem solving and analytical skills | 10% | * Develop high-level functional and technical requirements.
* Collaborate and lead front-end development.
* Communicate and escalate technical risks and architectural limitations.
* Analyse the technology market, stay on top of technology trends.
* Work within a product team to plan, prioritise and offer technical direction.
* Working closely with other developers, UX designers, BA, Product Managers and key stakeholders to understand user and business needs..
* Collaborate on the resolution of product support issues.
* Pursue root cause analysis and use it to inform product development.
* Maintain a library/repository of resources and frameworks.
 | * Ability to collaborate with a cross-departmental team to deliver work
* Exceptional communication and organisational skills
* Lateral thinker
* Excellent time management skills
* Strong problem solving and analytical skills with a meticulous attention to detail
* Strong initiative and the confidence to use it when dealing with conceptual work as well as when troubleshooting
 | * Produce digital products to agreed technical specifications
* Adhere to digital processes and standards
* Customer-first focus, putting learning first
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| Development  | 55% | * Responsible for front-end development using React.
* Develop application architecture diagrams for program design, coding, testing, debugging and documentation.
* Understand technology architecture and infrastructure within Cengage business.
* Ensure application code is unit tested.
* Enable code to be continuously delivered through deployment pipeline.
* Ensure issues are logged and managed using the appropriate systems / tools (e.g. JIRA), monitor and escalate issues where appropriate.
 | * Fluent using React, Redux, styled components and TDD with Enzyme and Jest
* Experience in PHP 7+, Laravel 5+, HTML5 CSS + SASS, Bootstrap, Node, Gulp, Bash, jQuery
* Proven programming development experience
* Expertise at using source code control systems, such as git
* Ability to optimise the delivery of user experiences efficiently
* Ability to build consensus and work effectively within a cross-departmental team
* Work collaboratively with key team members, clients, vendors and other key stakeholders
 | * Adhere to digital processes and procedures
* Setting the bar higher to achieve the best possible outcome
* Deploy fully functional applications
* Embraces Cengage ethos and credo
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| Communication and teamwork | 15% | * Work in collaboration with the product team and other stakeholders to advise, assess and meet deadlines for each project.
* Work in collaboration with Cengage US (GPT & GPM) teams to plan and deliver all assigned media projects.
* Work towards and ensure projects are managed on time and within budget.
* Identify, resolve and report conflicts in priorities to managers and other stakeholders.
* Any other duties as directed by the Head of Platform Delivery.
 | * An ability to interpret, translate and present information to teams and individuals; from co-workers through to management
* Ability to optimise the delivery of user experiences efficiently
* Ability to set and work towards and meet deadlines
* Ability to manage multiple priorities, and meet set deadlines
* Interpersonal skills with the ability to build effective working relationships
* Organisational, time management and multitasking skills
* Encourages others to obtain, share, interpret and apply information useful to the business performance
 | * Friendly, transparent, and proactive communication
* Be flexible and willing to compromise in dealings with internal clients, collaborating teams and team members
* Shows mutual respect for others and acknowledges diverse thoughts and backgrounds
* Collaboration, sharing ideas and learning in a team environment, challenging ourselves and others
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| Continuous improvement | 10% | * Support Continual Improvement processes.
* Seek opportunities to enhance documentation, processes and supported systems to improve processes and procedures.
* Keep abreast with the continual change in technology developments and share knowledge with manager and team.
* Actively seek opportunities to extend and enhance personal knowledge and skills in order to better support customers and colleagues.
 | * Positive and proactive team player
* Excellent communication and written presentation skills
* Ability to learn rapidly changing web related technologies and apply them to an education context
* Problem-solving abilities with keen attention to detail and follow through
* A willingness to support and help others
* Ability to use initiative and take responsibility
 | * Self-initiated training and development of knowledge
* Collaborative team environment
* Communicate using mutual respect and acceptance of diverse thoughts and backgrounds
* Demonstrated initiative for issue resolution and new ideas to add value to users
* A positive attitude to problem-solving questioning the status quo and willingness to take calculated risks
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| Workplace Health and Safety | 10% | * Be aware of duty of care and act in a safe manner.
* Ensure all company WH&S policies and procedures are adhered to.
* Be familiar with property security, first aid and fire emergency procedures.
* Report any hazardous situations, incidents or accidents and take immediate action if applicable to reduce risk of injury.
* Participate in WH&S investigations when required.
 | * Ability to follow policies and procedures
* Ability to use initiative and take responsibility
* WH&S aware
* Analytical and problem-solving abilities
 | * Adherence to WH&S policies and procedures
* Increased WH&S awareness
* A positive attitude to WH&S
* Reduction of number of WH&S incidents
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**Direct reports:** N/A

**Main contacts:**

Internal: Creative Group, Production, Publishing, Editorial, Digital Platforms, IT Ops

External: Digital agencies, local and offshore, agency contractors, CL global contacts

**Education/qualifications/experience:**

A Bachelor of Computer Science/Multimedia (Software Development) or equivalent industry experience.

**Special Skills / Knowledge / Training:**

* minimum 4+ years’ experience in front-end development using React
* experience with Redux and React router in the context of interacting with a RESTful APIs
* experience using Styled components
* experience using TDD with Enzyme and Jest
* experience within in a product team using Agile delivery
* understanding of Typescript and experience with the Airbnb ESlint coding standards
* understanding of CI/CD and DevOps practices
* understanding of Node.js (express)
* understanding of PHP7 (Laravel)

**Our Ethos:**

* Put Learning First: We accelerate new ways of lifelong learning for everyone, including ourselves, with a relentless focus on our customers
* Embrace the Unknown: We question the status quo and take calculated risks to transform how the world learns. We are resilient and audacious
* Set the Bar Higher: We challenge others, and we challenge ourselves even more. We are always improving and never satisfied. We are unstoppable
* Do More Together: We are powered by people with diverse thoughts and backgrounds. We collaborate to create a whole that is stronger than the individual parts.
* Be Candid: We take ownership of everything we do and treat each other with mutual respect. We are transparent because we see problems as opportunities to improve.