

# Position Description - Graduate Software Developer

## Job Summary

All the Ducks Pty. Ltd. is a small startup company with a focus on providing solutions tailored for the education sector. We are looking for a motivated IT graduate to work with us in Brisbane. If you're enthusiastic about programming and have a willingness to learn, we'd love to hear from you.

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## About the Company

All the Ducks Pty. Ltd. is an Educational Technology company, developing products and providing consulting services to the industry. The company has contributed to many open source projects that are widely used, and provides resources to the community such as blog posts, technical documentation, and reusable libraries. The founders are experienced and well known in the the industry.

## About the Job

This position is primarily a development position, based in Brisbane, where you will be using a range of technologies including:

- Java
- HTML5
- Go Lang
- Rich Javascript clients
- Linux Containers
- AWS

As part of your work, you will be expected to investigate and learn to use new technologies as necessary.

You will be contributing to the design and development of solutions to meet our clients' needs as well as contributing to the company's open source projects and commercial software offerings.

## About You

We're looking for a graduate or final year student in the field of Information Technology, Computer Science, Software Development or similar, who enjoys programming and finding solutions to real problems.



You are the kind of person who:

- is willing to question other peoples work and decisions,
- asks questions when you don't know something,
- is personable and gets along well with people; and
- enjoys thinking about and solving technical problems.

You will be required to communicate effectively with other team members and interact directly with clients.

## Benefits

- Salary of \$45,000 plus Super, incremented annually.
  - Being one of the first employees lets you grow your career as the company grows.
  - Potential for flexible working conditions and working from home.
  - Work with awesome people.
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## How to apply for this position

Please include the following in your application.

- A cover letter explaining why you're interested in this job.
- Your resume
- Responses to the Selection Criteria.
- References to open source projects you have created or participated in, if any.
- Examples of code you have written.

Applicants for this position will be assessed on the following:

- The initial application, including responses to the Selection Criteria.
- An interview
- A technical exam and pair programming exercise

## Selection Criteria

When applying for this position, please provide a document addressing the following Selection Criteria. Address each separately with a paragraph or two. Don't go overboard, but don't worry too much if you don't have much to say on some.

1. Completion, or in the final year, of a degree in Information Technology, Computer Science, Software Development or similar.
2. Ability to interact effectively with others, including a demonstrated ability to communicate effectively both orally and in writing with a wide variety of people.
3. Good understanding and practical abilities in the fundamentals of computer programming.



4. Ability to prepare technical documentation and community focused communications.
5. Problem solving and analytical skills to identify customer requirements, develop requirements documentation and implement solutions.

## Things we want to hear from you.

When you are telling us about yourself, be sure to mention any experience with the following but please note that these are not all necessary to be the successful applicant.

- Java
- Javascript
- Go Lang
- Web development frameworks
- Databases and Object-Relational Mapping frameworks
- Source control
- Open source
- Web design
- Learning Management Systems (Blackboard, Moodle, etc.)
- Programming in general
- Software security
- Contributions to communities (blogs, wikis, forums etc..)
- Software scalability and performance

## Contact

If you are interested in this position, please send your application to:

Shane Argo  
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0415 951 568

