

POSITION DESCRIPTION

**POSITION TITLE: Application Developer**

**INCUMBENT: <vacant>**

**REPORTS TO: Enterprise Solutions Manager**

**COMPANY/DIVISION: Technology Division**

## **LOCATION: Melbourne**

**STATUS: Full-time**

**START DATE:**

Job Purpose

The purpose of this role is to support the achievement of the Guild Group through the provision of application configuration and integration services to Guild’s core insurance processing system.

FUNCTIONAL Accountabilities

This role has the following principal accountabilities:

1. Design and development of Changes, including
   * User Interfaces
   * Development of Business Rules
   * System Integrations
2. Resolving defects
3. Supporting production systems
4. Unit and Integration testing
5. Change Control
6. Mentoring junior staff
7. Design and development of integration interfaces
8. Participation in Guild’s Agile Development Process, including daily SCRUMs, and monthly retrospectives.
9. Ensuring delivery of quality outcomes.

PRINCIPLE ACTIVITIES

* User Interfaces
  + Create/Modify screens as specified by the Business Analysts using Guidewire’s configuration tools
* Business Rules
  + Interpret, then design and implement business and validation rules, as specified by the Business Analysts, utilizing Guidewire’s platform.
* Report Design
  + Interpret, then define and code new or modified reports as specified by the Business Analysts
* Application Integration
  + Designing and developing integration interfaces between various applications using Web services.
* Additional Activities
  + Assist Business Analysts in process flow, screen, form and report definition
  + Assist with System, Integration, Conversion and User Acceptance Testing
  + Assist Data Architect in data modeling and data base design and maintenance
  + Active participation in assigned tasks to assist in meeting Sprint goals, ensuring proactive communication to mitigate blockers.
  + Estimating development work
  + Escalate unresolved issues to the Council of Seniors, Enterprise Solutions Manager, Business Analysts, and Product Owners for direction and resolution.
  + Proactively promote the concepts and adoption of the Guild Agile Processes and championing the Guild Innovation Process.

KEY CHALLENGES

* Rapidly acquiring General and Casualty Insurance Knowledge and Guidewire Application knowledge to conduct required Development activities.
* Configuring and integrating the application efficiently, effectively and rapidly within the timeframes allocated
* Ensuring the configuration and integration is in accordance with agreed design standards
* Ensuring that the implemented Guidewire Insurance Suite meets current and ongoing business and functional requirements as articulated by GIL.
* Maintaining a balance between desired business functional scope and available capacity and resources
* Ensuring clear communication to, and interpretation of the required business, functional and technical requirements as specified by the Business Analysts and Technical Designers
* Ensuring quality applications are provided to business owners and all staff can maximise the use of the application through appropriate user and developer documentation.

Key Relationships

|  |  |
| --- | --- |
| External  * Consultants & contractors | Internal  * Product Owners * Business Analysts * Business UAT Team * Enterprise Solutions Manager * Development Team Members * Business Intelligence Development Team * Infrastructure team * Service Desk Team * All Guild staff indirectly |

SKILLS & ABILITIES

***Essential***

* Passionate about Software Development
* The desire to provide exceptional customer service.
* Ability to successfully interact at all levels within the Guild Group.
* Excellent analytical and pragmatic problem solving skills.
* Ability to work with the users and business analysts to interpret business requirements and convert these to technical specifications.
* Desire to take full responsibility of task ownership within the Agile/SCRUM SDLC.
* Ability to work on and multiple tasks at any one time.
* Ability to apply all required disciplines and influencing skills to ensure initiatives meet the expectations of associated owner and stakeholders.
* Ability to effectively prioritise overall workload and highlight to management challenges to meet specific demands within desired timeframes, either for self or the Team.
* Willingness and ability to quickly learn & understand the current & future technology environments and relate it back to Guild’s environment.
* Good listener and communicator.
* Team player - willingness to provide and seek assistance, not afraid to ask questions and the desire to share and gain knowledge.
* A lateral thinker in identifying and proposing solutions for improving efficiencies in work processes/practices where they can be aided by new or modified applications.
* Ability to work with little supervision.

EDUCATION & EXPERIENCE

***Essential***

* Competence commensurate with an undergraduate IT, insurance qualification or other relevant undergraduate qualification.
* Practical Java coding experience
* Experience with the implementation and use of web-enablement technologies including Web Services, SOAP and XML.
* Knowledge of database design and concepts using SQL.
* Previous application programming experience, in particular Enterprise Systems design and implementation
* Familiarity with coding best practices and coding standards
* Working experience with Tomcat, SQL Server, Jenkins/Hudson Source Control systems
* Working knowledge of Eclipse
* Experience in translating business requirements into functional application designs
* Proven ability to adapt/work under an Agile development environment
* Solid understanding of the Software Development Life Cycle and Change Control.
* Skills in standard software - Word, Excel, Jira

***Desirable***

* Experience with Design Patterns and Data Modelling.
* Experience working with the Guidewire suite of products.
* Experience working with Thunderhead and SharePoint.
* Understanding and preferably experience in the ITIL framework, and in particular the principles of Release and Change Management.
* Prior business process and configuration experience with configurable software (e.g. Peoplesoft, Siebel, or SAP) n-tier web architected solutions.
* Working knowledge of the general insurance industry and associated business processes