



Position Description			
Position title:	Software Developer		
Reports to:	Development Manager		
Business Unit:	Development	Date reviewed:	May 2019
Location:	Hamilton, NZ		
Company Purpose			
<p>More4Apps improves productivity for organisations by empowering their Oracle users with market leading automation and integration software solutions. At More4Apps we aim to satisfy the customer with continuous delivery of fast, robust and feature-rich software.</p>			
Role and Team Purpose			
<p>The purpose of the Software Developer role is:</p> <p>Developers at More4Apps are expected to support and develop the software products, whilst working collaboratively with team members and customers and ensuring code quality is maintained.</p> <p>The purpose of the Development team is to:</p> <ul style="list-style-type: none"> - provide technical support of products, resolving product issues raised by existing More4Apps customers; - provide technical support of products, resolving product issues raised by prospect; - enhance products in accordance with agreed priorities and specifications; and, - develop new products in line with the company strategy and specifications. 			
Principle Duties and Responsibilities			
<p>Product Development:</p> <ul style="list-style-type: none"> • Develop software as requested, by communicating with functional and technical teams, and customers to understand requirements; • Providing programming to specifications; ensuring code quality. <p>Support</p> <ul style="list-style-type: none"> • Investigate product issues and provide timely resolutions. In the situation where a resolution cannot be provided in a timely manner ensure that all parties are kept informed (and raise with your team leader). • Write technical documentation and assist with end-user documentation as required. • You may be required to work out of New Zealand's normal business hours of work in order to fit with customer availability. 			

Collaboration

- Collaborate with team members to ensure the best outcome for the product and ultimately the customer. With regards to developers this will include constructively working with team members with roles in support, testing, functional and presales.

Health & Safety

- The employee will look after their own safety and the safety of others by following all instructions, rules, procedures and safe ways of working.

Role Abilities

Competency	Description	Rating
Applying expertise and technology	Applies specialist and detailed technical expertise. Develops job knowledge and expertise through continual professional development. Shares expertise and knowledge with others. Uses technology to achieve work objectives. Demonstrates an understanding of different organisational departments and functions.	P
Analysing	Analyses numerical data, verbal data and all other sources of information. Breaks information into component parts, patterns and relationships. Probes for further information or greater understanding of a problem. Demonstrates an understanding of how one issue may be a part of a much larger system. Makes rational judgements from the available information and analysis. Produces workable solutions to a range of problems.	P
Working with people	Demonstrates an interest in and understanding of others. Adapts to the team and builds team spirit. Recognises and rewards the contribution of others. Listens, consults others and communicates proactively. Supports and cares for others. Develops and openly communicates self-insight such as an awareness of own strengths and weaknesses.	E
Delivering results and meeting customer expectations	Focuses on customer needs and satisfaction. Sets high standards for quality and quantity. Monitors and maintains quality and productivity. Works in a systematic, methodical and orderly way. Consistently achieves project goals.	P
Coping with pressures and setbacks	Works productively in a high pressure environment. Keeps emotions under control during difficult situations. Balances the demands of work life and personal life. Maintains a positive outlook at work. Handles criticism well and learns from it.	P
Adapting and responding to change	Adapts to changing circumstances. Accepts new ideas and change initiatives. Adapts interpersonal style to suit different people or situations. Shows respect and sensitivity towards cultural and religious differences. Deals with ambiguity, making positive use of the opportunities it presents.	P

More4Apps Rating explanation

U <u>Understanding</u>	Appreciate the value and/ or familiar with the competency and understands how to get further information.	Is a willing supporter, but is unlikely to be asked to deliver other than being consulted
D <u>Developing</u>	Demonstrates the basic knowledge and skills but not yet demonstrating the competency consistently or independently.	May be new to the role or not had the opportunity to demonstrate the competency yet.
P <u>Proficient</u>	Takes responsibility, demonstrates the competency consistently	Handles delivery independently.
E <u>Expert</u>	Seen as a role model for this competency. Uses it in new situations.	Identifies new ways of doing things and innovates.

Qualification and experience

Requirement	Essential	Preferred
Education	Tertiary Degree in Information Technology or equivalent industry experience	
Experience	3+ years in a development role	
Technical/Functional Expertise	Oracle EBS and/or other ERP system expertise.	PLSQL, SQL, AGILE teams, VBA, XML, Micro-testing

Key relationships

Internal	External
Development team including the Product Solutions Manager and Team lead.	Customers and end-users
Functional Support Team	
Presales/Product Champions Team	

Position in organisation

Reports to the Development Manager. Member of the Product Solutions team

Our Company Values

At More4Apps **PEOPLE MATTER**

We strive to **UNDERSTAND** the needs of our customers and our colleagues

We choose to **COLLABORATE** with integrity, consistency and respect

We aim to **IMPROVE** the experience for all

And along the way **WE HAVE FUN**