



Position Title: Senior Integration Developer

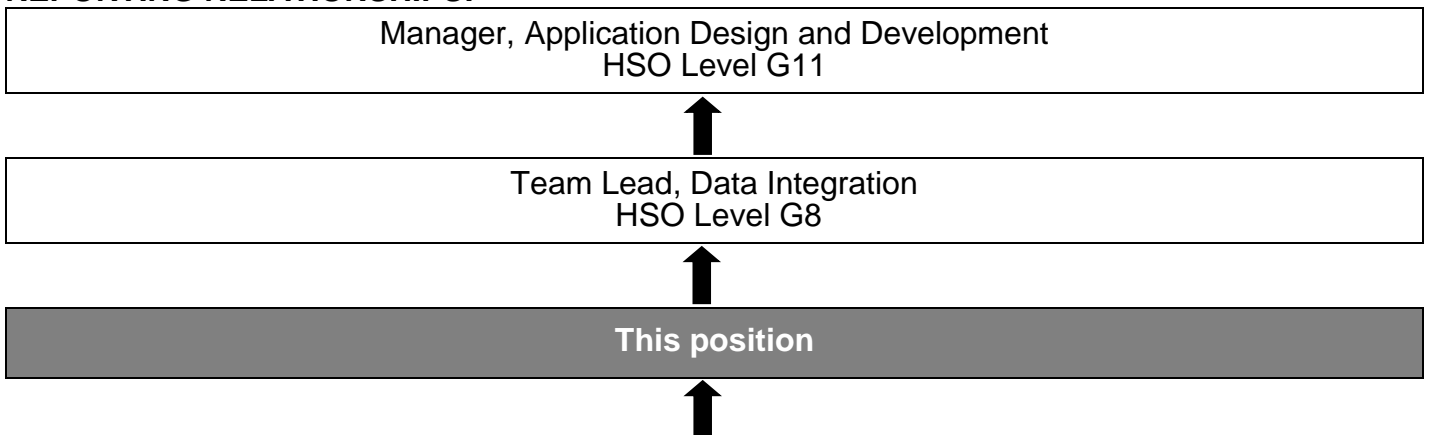
Classification	HSO Level G7
Employment Instrument	Health Salaried Officers Agreement
Organisation	Health Support Services
Business Unit	ICT
Function	Applications
Location	Perth Metropolitan Area

KEY ROLE STATEMENT

As part of the Health Support Services (HSS) ICT Business Unit, the Senior Integration Developer is responsible for:

- Providing innovative solutions and technical expertise in relation to application integration and interoperability on application development and implementation projects.
- Providing input towards the development of policies, strategies and best practices that support the delivery of robust technical application integration and interoperability solutions in an innovative, efficient and effective manner.
- Playing a senior role in the development of technical application integration and interoperability solutions within an agile delivery method supporting a Plan, Build, Run model.
- Playing a senior role in the integration, testing and implementation of commercial-off-the-shelf (COTS) ICT application services.

REPORTING RELATIONSHIPS:



Directly reporting to this position:

Title	Classification	FTE
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ORGANISATIONAL CONTEXT:

Health Support Services (HSS) is the shared service centre for the WA public health system. We provide a suite of services to more than 50,000 employees across WA's public health services and hospitals. Our services include:

- Information, communication and technology services (ICT)
- Procurement and supply
- Workforce services, including payroll, recruitment and appointment and workforce data
- Financial services
- Delivery of customer-driven programs and projects

Our vision is to provide great services to our customers, be known as a valued partner, and support the health of all Western Australians. We seek to achieve this by delivering on our purpose of supporting our customers to provide excellent health care.

Whether you work in our corporate offices, at our customer sites, or out at our warehouses – collectively, our focus is on providing simple, reliable, responsive and sustainable services.

We are a workforce of over 1,200 innovative, dedicated and enthusiastic people. We embrace diversity and believe that our best services come from a workplace where varied perspectives and experiences are welcomed and encouraged.

We are undergoing a major business transformation to establish HSS as a modern shared services organisation and we're seeking the right people to grow our team. It is an exciting time in the health sector and a defining period for HSS.

HSS VALUES

We put the customer
at the heart of
what we do



We value and care
for each other



We promise,
we own, we do



We will find
a way



We make a
difference together

Our values guide our behaviours and the way we interact with our customers and each other.

BUSINESS UNIT ROLE:

The ICT Business Unit provides solution development, implementation, transition and operations support for the WA health system's clinical and corporate business systems. This includes the strategic planning, architecture and ongoing management of the WA health system's ICT network, applications and infrastructure, provision of ICT support to WA health system customers and the management of ICT security and risk (including security of patient data).

POSITION RESPONSIBILITIES:**HSS Participation (Self):**

- Maintains the HSS "Think Customer First" culture and demonstrate a constant approach to the organisation, values and behaviours.
- Contributes effectively to business improvement and change management activities.

- Undertakes all duties in accordance with the WA health system's Code of Conduct, WA Public Sector Code of Ethics, Occupational Safety and Health and Equal Employment requirements, and other relevant legislation.
- Proactively contribute in maintaining the HSS Occupational Safety and Health Management (OHS) Framework.
- Takes personal accountability of own performance, and participates in all performance development activities.
- Collaboratively engages with team members, encouraging discussion whilst harnessing different viewpoints creating positive outcomes for key stakeholders.

Role Specific Responsibilities and Key Outcomes:

Leadership

- Promotes and fosters a customer-focused culture within the team based on HSS values and strategic priorities.
- Promotes a 'solution-oriented' mindset within the team that is 'delivery' focused with 'quality' outcomes in a 'timely' manner.
- Provides leadership and guidance to staff to optimise performance and promote career development.
- Champions continual improvement and quality management.
- Acts to facilitate collaborative and effective working relationships between teams, areas, functions and business units of the organisation.
- Works collaboratively with HSS staff and other stakeholders to achieve objectives.
- Contributes to the development of ICT policies, standards and procedures and monitors compliance where relevant.
- Provides expert advice and guidance as required.
- Maintains knowledge of current industry standards, trends and practices.
- Represents the Area Manager and/or Team Leader at meetings as required.
- Participates in and leads cross-functional project teams within HSS to develop and deliver improved services and solutions.

Service Delivery

- Participates in product roadmap management ensuring application services remain current and relevant to the customer.
- Participates in product release management ensuring the delivery of quality application services that meets expectations of the customer.
- Monitors and improves the delivery of ICT application services in relation to customer service levels via accepted metrics and processes as a means of quantifying delivery outcomes.
- Demonstrates the value of HSS Services through the achievement of efficient delivery and support of ICT application services and proactively seeks ways to increase ICT service delivery contributions.
- Provides input towards continuous application service delivery and disaster recovery planning including the maintaining and testing of application service redundancy to ensure services remain available to the customer at agreed levels.
- Identifies risks to current and future service delivery and provides input towards mitigatory actions.
- Identifies and drives improvement in customer satisfaction.

Relationship Management (Stakeholder Relations)

- Builds and maintains strong customer relationships through regular engagement.
- Builds and maintains strong vendor-partner relations through regular engagement.
- Builds and maintains strong industry relationships within relevant areas.
- Builds and maintains collaborative working relationships with other HSS staff.
- Provides advice on and solutions to, application service issues pertaining to client satisfaction.

Business and Technical Consultancy

- Undertake integration and interoperability related business analysis, process reviews and develop business models for information system development purposes.
- Support the development of feasibility studies, including cost benefit analysis, to determine application integration and interoperability solution that best meets business requirements.
- Prepare detailed user requirement specifications associated with data integration and interoperability for systems design and evaluation purposes.
- Participate in the preparation of information systems selection criteria and evaluation of system proposals from a data integration and interoperability perspective.
- Maintain an awareness of developments and trends in information and communication technology, especially in respect to application data integration and interoperability.
- Provide business and technical advice, including evaluation and selection, in the use of data integration and interoperability technologies.
- Provide technical knowledge and expertise to ensure availability, accessibility and continuity of HSS ICT application integration and interoperability services including planning and testing of system backups and disaster recovery procedures and processes.

Solution Design, Development, Delivery and Support

- Plays a senior role in the promotion and support of continuous delivery of ICT application integration and interoperability solutions using industry best-practice and contemporary design, development and delivery tools and techniques.
- Promotes standard application integration and interoperability systems architecture, including system security and delivery methods.
- Provides input to designs and develops technical interfaces that facilitate access and retrieval of common data across application systems.
- Provides data integration and interoperability advice for database and application system development projects.
- Provides into to the development and maintenance of data integration and interoperability design, development, delivery and support policies, procedures and design documentation.
- Supports external systems development and implementation of commercial packages, ensuring compliance with the endorsed Information Systems Integration and Interoperability methodology and standards.
- Undertakes prototyping and programming of application integration and interoperability solutions and services for Commercial-Off-The-Shelf (COTS) and Bespoke applications.
- Develops, delivers and maintains application integration and interoperability solutions and services according to agreed timeframes and compliant with HSS and ICT standards, procedures and processes based on a framework of continuous delivery of quality ICT solutions that meet customer expectations.
- Develops, delivers and maintains application integration and interoperability solutions and services using a range of strategies, architectures and technologies, but not limited to, the following:
 - HL7 Messaging.
 - Service Oriented Architecture (SOA).

- APIs.
 - Data and Micro Services.
 - Java and OSGI Frameworks, Java 1.7+ and Apache.
 - Red Hat JBoss products including J2EE and JBoss FUSE.
 - Ensemble.
 - Oracle, SQL, PostgreSQL and Cache Databases.
- Ensures integration and interoperability source code and documentation is developed and maintained in line with system design guidelines and standards.
 - Participates and undertakes unit and operational testing of data integration and interoperability services supporting the delivery of quality assured ICT application solutions.
 - Achieves and maintains working knowledge and expertise in HSS's ICT application integration and interoperability solutions including data management (backup, recovery and data protection), business ownership and support structures, and other complimentary offerings.
 - Educates information systems staff in the use of data integration and interoperability systems architecture and services.
 - Provides input to the work management (product backlog) of ICT application services in a contemporary, efficient and effective manner that achieves value-based prioritisation and delivery of features to customers where data integration and interoperability is involved or required.
 - Provides secondary level technical support for ICT data integration and interoperability services.
 - Provides third level technical support for bespoke ICT data integration and interoperability services.
 - Monitors and supports the delivery of ICT data integration and interoperability services.
 - Provides after-hours systems support as required.

Other

- Responsible for provision of a safe working environment for staff within the area of control.
- Other duties as directed.

SELECTION CRITERIA:

ESSENTIAL CRITERIA:

1. Demonstrated ability to understand complex business and technology inhibitors in complex and evolving environments, with the conceptual and analytical skills to provide valued input to and propose innovative solutions, concepts and options to solve them.
2. Demonstrated experience in delivering and maintaining ICT application solutions and features using contemporary technologies and techniques in meeting customer expectations.
3. Demonstrated experience in successfully managing relationships with stakeholders.
4. Demonstrated knowledge of contemporary IT architectures, principles, design, development and delivery methodologies to effectively communicate between business and technology stakeholders.
5. Development experience in an integrated enterprise environment with a range of development, integration and database technologies along with toolsets that support rapid agile development and continuous delivery of quality assured solutions and features.
6. Well-developed written and verbal communication skills and demonstrated business and systems analysis skills in a large multi-disciplinary organisation resulting in high quality requirements, specifications, design and solution documentation highlighting experience with application integration and interoperability.

7. Demonstrated ability to work autonomously and as part of a team.

DESIRABLE CRITERIA:

1. Qualification in an Information Systems, Information Technology, Computer Science or related area.
2. Certification or experience in Agile development and delivery methodologies.
3. Experience in continuous quality improvement activities.
4. Experience with developing and supporting integration and interoperability solutions and services with Ensemble/Cache, Cloverleaf or JBoss technologies.
5. Experience in a health care information technology environment.
6. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment and service delivery.

APPOINTMENT FACTORS

Appointment is subject to:

- Completion of 100 point identification check
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Integrity Check
- Pre-Employment Health Assessment

The details contained in this document are an accurate statement of the deliverables and other requirements of the job.

Version control	Description	CRC Approval Date	Registered Date
Vs 2.0	JDF Amended	31/08/2020	19/05/2022