



Developer

POSITION DESCRIPTION FORM

Region / Portfolio:

State Intelligence and Command

Position Description Number:

227930

Directorate / Command / District / Division:

Data Science & Analytics

Level:

Level 5

Business/Work area:

Data Capability & Insights

Employment Conditions

Industrial Agreement/Award: Current PSA, PSCSAA and if applicable Agency Specific Agreement

Work Pattern: Monday – Friday (Day Work): May be required to work outside normal operating hours

Location: Perth

This position may be exposed to sensitive or disturbing content.

Position Objective

Contributes technical capability in the design, development, innovation and implementation of advanced data solutions to support operational, analytical and intelligence outcomes for the Western Australia Police Force. Develops high-quality graph data models, data orchestration, software and analytics components, ensuring scalability, performance, and maintainability across the Agency's graph analytics platform. Applies contemporary graph technologies and development practices to deliver robust data capabilities, working collaboratively with peers and stakeholders.

Role of Work Unit

Data Capability and Insights (DCI) Unit is responsible for the design, development and management of data capabilities and insights that support strategic, operational and tactical outcomes for the Western Australia Police Force.

DCI work closely with other areas within the Data Science and Analytics (DSA) Division to enhance current data related capabilities and tools, such as the Agency's graph analytics platform, as well as developing new and innovative solutions which use data and information to enhance intelligence capabilities, provide the ability to solve crime faster and contribute to community and officer safety.

DCI use the latest technologies to ensure that DSA and the WA Police Force remain at the forefront of emerging data capabilities.

Reporting Relationships

This position reports to:

- Data Capability & Insights Manager, Level 7

Direct reports to this position include:

- Nil

Total number of positions under control: Nil

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Key Accountabilities

1 Technical Development & Delivery (60%)

- 1.1 Designs, develops and implements data capabilities, ensuring solutions meet analytical, operational and performance requirements.
- 1.2 Undertakes the design, analysis and implementation of graph database architecture, ensuring best practice across schema design, data modelling and solution implementation,
- 1.3 Undertakes the design, analysis, and implementation of associated software development and integration within existing Data Science and Analytics platforms.
- 1.4 Collaborates and work cross-functionally to integrate the use of graph data science techniques, machine learning, NLP, or LLM-driven components within Data Science and Analytics capabilities and tools.
- 1.5 Evaluates contemporary approaches and tools, incorporating relevant advancements into the solution stack.
- 1.6 Prepares technical and non-technical briefings, reports, guidelines and supporting documentation for the WA Police Force personnel.
- 1.7 Develops and optimises Neo4J databases, cypher queries, python components, SQL transformations, and data orchestration pipelines for graph ingestion.
- 1.8 Executes comprehensive testing procedures, including unit, black-box, and automated testing, to ensure the accuracy, reliability, and quality of delivered solutions.

2 Advice, Consultancy and Corporate Engagement (20%)

- 2.1 Captures, analyses, and documents user requirements to ensure solutions align with operational needs and business outcomes.
- 2.2 Provides guidance and direction on data capabilities, such as graph analytics, driving the development of innovative solutions that utilise a range of emergent technologies.
- 2.3 Communicates complex technical concepts clearly to non-technical audiences.
- 2.4 Supports strategic planning by providing input on capability development and technical direction.
- 2.5 Develops and maintains productive relationships with key technical stakeholder groups.

3 Project Delivery (15%)

- 3.1 Scopes, undertakes, and manages Data Capability and Insights work, ensuring the areas having an interest in or are impacted are kept fully informed throughout the project lifecycle.
- 3.2 Monitors progress of projects to ensure milestones and performance indicators are met within time and resource constraints.

4 Other (5%)

- 4.1 Understands and complies with information security policies and procedures to ensure information holdings/systems are kept confidential and utilised accurately and reliably.
- 4.2 Demonstrates and advocates a high level of ethics and integrity in accordance with the agency's professional standards and Code of Conduct including reporting wrongdoing.
- 4.3 Undertakes other duties as directed.

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Specialist Prerequisite(s)

It is a requirement that the position holder is:

- An Australian Citizen prior to the completion of the selection process;
- Successful in obtaining and maintaining a **NEGATIVE VETTING LEVEL 2** security clearance for the duration of their appointment in the position.

Work Related Requirements

Essential

Context in which work related requirements will be applied and or general standard expected.

Technical skills

Contributing to design and optimisation of graph database solutions (Neo4j/Cypher), developing data orchestration pipelines, and integrating graph analytics into enterprise platforms. Applying programming or analytical skills to develop, maintain and test data capabilities.

Analytical and problem-solving ability

Evaluating options and recommending improvements within the boundaries of the broader technical direction set by the lead.

Project Delivery skills

Delivering assigned development tasks and project components on time and to a high standard. Demonstrating sound task planning, problem-solving, and risk awareness. Supporting testing, documentation, and deployment activities to ensure successful delivery.

Communication skills

Communicating clearly in both written and verbal forms. Explaining technical work and constraints in a way that is clearly understood by non-technical colleagues. Providing updates, documentation, and rationale to support shared understanding within the team.

Desirable

Possession of a relevant degree/certifications or experience

In relation to graph databases, data engineering or software development, and Cypher and Python programming.

Experience within public sector or policing environments

Capability Framework

The framework is intended to support staff and supervisors through the performance cycle and identify core competencies relevant to the rank and/or classification level.

Leadership Context

We believe all our people are leaders irrespective of their role. We consider this as critical to our success and, to support this, we have adopted [Leadership Expectations](#) which provides a common understanding of the mindsets and expected behaviours required of all our employees and the public sector.

The leadership context for this role is **Leading Others**.

Certification

These details are an accurate statement of the duties, responsibilities and other requirements of the position.

Position Title and Work Unit	Name	Date
Organisational Design Officer Organisational Design and Analysis	Pamela Soares	06/05/2026
Assistant Director Data Science & Analytics	Janelle Baily	06/05/2026