



## Position Description

Position Title:	Programmer Analyst	Classification Level:	3
Position Number:	8829, 9312	Reports to:	Senior Information Technology Consultant L6
Directorate:	RevenueWA	Supervises:	0 FTE
Branch/Section:	OG1 / Solution Design and Delivery	Location:	Perth Metropolitan Area



Empathy      Collaboration      Growth      Clarity

### Our Values

Our values define who we are, how we communicate, interact, develop and work together. Our values underpin everything we do.

Our values: **Clarity, Empathy, Collaboration** and **Growth**.

### Role Summary

The Programmer Analyst, under general direction, develops and maintains Departmental information systems and Web applications. These positions work within a team-based environment for specific IT projects and the reporting relationships may change from time to time.

### Responsibilities

- Undertake programming and other systems development tasks as directed in accordance with Departmental standards and methodologies.
- Arrange the correction of production system program malfunctions when required.
- Prepare detailed plans, specifications and estimates for systems development work.
- Liaise with Business Analysts and users in the development of programs to ensure that the business requirements (rules) are correctly interpreted and processed by the program / system.
- Undertake unit/system testing to ensure that the results produced are correct and acceptable to departmental requirements.
- Undertake system reviews and provide advice on options for further systems development.
- As directed, design or assist in the design of information systems for Departmental activities and prepare detailed plans and schedules for their development and implementation.
- Ensure supporting systems documentation accurately and adequately describes the function of the systems and conforms to prevailing documentation standards.



- Attend training courses as directed and maintain continuous research into systems development.
- Ensure that systems are developed according to the standards and methodologies employed by the department.
- Define testing strategies and provide advice to users on suitable test strategies.
- Demonstrate Finance's values in all interactions to contribute towards an innovative, customer focused, high-performing and values-led organisational culture.
- Demonstrate the expected leadership behaviours and mindsets in the context of Personal Leadership.
- Perform other duties as directed.

### Essential Requirements

- Demonstrated knowledge of or experience in programming, systems analysis, design and development.
- Knowledge of relational databases.
- Good interpersonal skills including interviewing skills and the ability to obtain user requirements.

### Desirable Requirements

- Experience using a systems development methodology.
- Experience in an Oracle development environment utilising PL/SQL.
- Experience in Web based application development and use of a contemporary web application framework.
- Experience in the JAVA programming language.
- Knowledge of UNIX / Linux and/or Windows operating systems.
- Knowledge of Systems and Data Modelling techniques.
- Tertiary qualifications in Information Technology or a related discipline.

### Leadership Context

We believe all our people are leaders. We consider leadership to be critical to the success of Finance and the public sector and, to support this, we have adopted **Leadership Expectations**. This role operates in **Personal Leadership** context. It is essential that you demonstrate the expected behaviours in the context of the role (additional detail provided in separate attachment).

- **Lead collectively:** Seek and build key relationships, work together, and focus on the greater good.
- **Think through complexity:** Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.
- **Dynamically sense the environment:** Be in tune with the political, social, and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.
- **Deliver on high leverage areas:** Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
- **Build capability:** Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.
- **Embody the spirit of Public Service:** Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interest of the public good.



- **Lead adaptively:** Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.

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### **Pre-employment requirements**

Australian Permanent Residency is a minimum requirement for permanent appointment to the WA Public Sector. For a fixed term contract or casual appointments, applicants require a valid Work Visa for the duration of the entire term.

Appointment is subject to 100 point identification check and Criminal Records Screening clearance.

### **Certification**

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Verified by: M.McLeod, HR Consultant, Nov 2023

Classification Evaluation Date: August 2015

