IT – Software Developer – Southern Cross Ceramics

Southern Cross Ceramics (SCC) is an Australian company who are committed to Australian manufacturing and Australian jobs. We design and manufacture an extensive range of decorated floor and wall tiles in our Melbourne plant. Our products are distributed and sold through all major tile retailers throughout Australia.

All applicants are encouraged to look at the company website at www.southerncrossceramics.com as part of their consideration in applying.

Area
IT

Reports to
IT Manager

Position Summary
A pivotal role required to develop, document, improve and implement all information systems and solutions in accordance with Company strategies. Operational excellence across the business, but specifically IT will enable the company to continue to operate at the cutting edge as an Australian Manufacturer in the Tile Industry. You will be part of a team that contributes to enhancing the Company's leading advantage by adding significant value to the end customer in order to grow the company.

Brief of Role
To deliver software solutions that will effectively support all processes across the company, to ensure an amazing customer experience, thus enhancing the company's leading advantage in the market place.

Responsibilities
- Under the direction of the IT Manager, in a team environment, plan, code, debug and manage software solutions across the key aspects of the business which include;
    - Our People Learning and Growth Culture.
    - Internal Process Excellence.
    - Customer Value Proposition Market Growth.
    - Financial Performance.
- Define and understand business problems and provide IT solutions.
- In conjunction with the IT Manager, develop timelines to successfully meet key deadlines.
- Under the direction of the IT Manager fully test software (validation procedures and user conformance testing), to ensure accuracy and performance, in accordance with the software brief.

Key Tasks

- Consult with relevant staff and teams on project status, proposals, or technical issues, such as software system design, installation or maintenance.
- Design, build and maintain efficient, reusable, clean and reliable C# and MS SQL code in line with company standards.
- Produce accurate documentation in relation to the processes and procedures followed in developing software.
- Prepare reports or correspondence concerning project specifications, activities, performance or status.
- Translate business application plans into functional applications and ensure the best possible performance, quality, and responsiveness.

Knowledge
Broadly the knowledge required to fulfil the role of the Software developer are as follows:
- Good understanding of computer hardware and software systems in a Microsoft Windows environment.
- Good understanding of object-oriented programming.
- High level of numeracy along with an understanding of a range of math processes and their applications.
- Basic business and management principles involved in planning, resource allocation and coordination.

- Strong written and interpersonal skills.
- Understanding Agile software development principles
- Knowledge in WPF is desirable

Technology Skills
The following software systems are currently utilised within SCC, it is expected that the Software Developer role would be familiar with and have the capacity to work in this environment:

Visual Studio	Microsoft Server 2012 or above
Microsoft.Net (C# and VB.net)	Windows 10
Microsoft SQL Server Reporting Service	Microsoft IIS and ASP.net
Microsoft SQL	JavaScript
Microsoft Exchange Server	Microsoft Office
Microsoft Dynamics SL	

The person:

- An innovative high achiever with a strong commitment to working with senior staff and supporting colleagues to achieve goals.
- Capacity to provide analytical support in achieving key objectives.
- Excellent interpersonal skills and an ability to deal with people at all levels of management and the overall organisation.
- Appreciation of the processes associated with strategy deployment in a business environment.
- The ability to work under authority and demonstrate an ability to meet timelines and directives.
- Willing to embrace the principles associated with lean thinking.
- To be fully aligned with company values and be willing to be a strong advocate of SCC way.
- Able to read technical material and translate it for less skilled operators.

Characteristics:

- Ability to maintain a consistent balance between attention to detail and speed.
- Able to analyse information and use logic to solve work-related issues and problems.
- Initiative and willingness to take on responsibilities and challenges.
- Adaptability/Flexibility, the role requires being open to change (positive or negative) and management of considerable variety in the workplace.
- Innovative with the ability to develop new ideas to solve business problems.
- Proactive team player able to work in an Agile environment.
- Integrity, honesty, ethical, altruistic and helpful.
- Tolerant and able to accept constructive criticism and deal calmly and effectively with the demanding situations and circumstances.
- Cooperative attitude with all staff and good-natured.
- Responsible with a willingness to manage projects and see them through to their conclusion
- Enthusiastic and positive

Relevant Background Experience;

- A degree in computer science or software engineering with subsequent relevant experience; or
- Extensive experience working in an IT "hands on" environment with multiple tasks and duties; or
- An equivalent combination of relevant experience and/or education/training.
- Demonstrated commitment to working with management, colleagues and new staff to achieve goals.
- Capacity to provide detailed analytical support and meet deadlines.
- Experience working in a manufacturing business is highly desirable.
- Knowledge of key facets relating to the production, manufacture and distribution of goods is desirable.

Other Job-related Information

1) All staff members will be required to have their photo taken for use in internal company identification and standards.   This is in accord with company safety and security procedures.   Staff identification photographs are used to mistake proof process and help people align with the company's value of ownership.   The company will seek approval from staff if photos are used in other ways on a case by case basis, however the company does ensure that its actions are in accordance with Australian Privacy Laws.

2) The role requires the use of in-house business management software for time management, improvement activities, document control, KPI monitoring and other systems as deemed by the company.

3) In accordance with the company values it is a requirement in the workplace to live the SCC way and help setup our people for success to fulfil the company Mission and Vision and create a leading advantage in the market place.

4) A commitment to work in line with standard work. (This involves regular set/sequence of tasks throughout each day).

5) Hours of work are scheduled from 8 am to 4.30 pm Monday to Friday. The role will have times where there will be a need to work outside of these hours. The balance of time will be agreed with the IT Manager.