



**ourcommunity.com.au**  
Where not-for-profits go for help

## Full Stack Developer (Java) Position Description

### The highlights

- Excellent career opportunity to apply your skills and make a difference
- Join an innovative, established team
- Generous conditions of employment including 12% superannuation

### Use your software development skills to create far-reaching social change

Calling all developers – Are you tired of the corporate grind? Would you like to make a difference in the community you live in? Have we got the job for you!

This position offers a rare opportunity to extend your career in a dynamic and successful social enterprise. You can help us maintain our software's position at the top of its class in Australia and New Zealand. You can have it all! Stimulating work, great conditions and a positive impact through your work.

### About us

[The Our Community Group](#) provides advice, connections, training and easy-to-use tech tools for people and organisations working to build stronger communities. Our partners in that work are not-for-profit organisations and social enterprises; government, philanthropic and corporate grantmakers; donors and volunteers; enlightened businesses; and other community builders. Our vision centres on social inclusion and social equity. Our dream is that every Australian should be able to go out their front door and stroll or wheel to a community group that suits their interests, passions and needs - or log on and do the same. We want to help make it easy for people to join in, learn, celebrate, worship, plant trees, play a game, entertain, and be entertained, care and be cared for, support others and be supported, advocate for rights and celebrate diversity. To get involved. To be valued. This is a great place to work – we have an ambitious agenda; we're not constrained by bureaucracy or boundaries; we're not interested in internal politics or egos, just in contributing something useful to society.

### What we need you to do

We are seeking a full-time Full Stack Developer to join our Development Team. You'll be integral to our team, developing new features and supporting the existing platform, while supporting and growing the development capability within the team. You will also be responsible for determining the technical design and ensuring performance, security, and ease of maintenance.

With quality and continuous improvement front of mind, you will perform a wide range of tasks including code reviews, bug fixes and data engineering.

## You will have:

### Essential Knowledge, Skills & Experience

- Full Stack development skills, ideally with experience with Java, Spring Boot and Hibernate.
- Front-end skills (VueJs preferred, but React or Angular are also valuable)
- Experience with microservices, APIs, SSO, Docker, DevOps, and AWS (or other cloud providers) is a plus.
- Well-developed knowledge of Atlassian BitBucket (or other git-based source repositories, flows, branching practices, etc)
- Proven ability using TDD with JUnit, Selenium and other testing frameworks
- Strong project planning, time management and organisation skills
- Experience using Postgres or other relational databases
- Excellent written and verbal communication skills, including high-level interpersonal skills

Above all we want you to be a part of a unique environment where everyone contributes and worries less about official job descriptions and more about working together to get things done. We share our work, and we help each other when needed.

### Desirable Knowledge, Skills & Experience

- The ability to refine the scope and specific requirements of a task - or epic - into deliverables and testable user stories.
- Experience in planning and decision-making, and other tasks as required.
- Ability to work with your team, business analysts and project leader to understand the requirements of any new features.
- Experience using agile development methods, and Jira to facilitate.
- Experience working with stakeholders to prioritise new features alongside other commitments, including bug fixes, and small enhancements and improvements.
- Flexibility in thinking and coping with multiple and changing priorities
- Experience with performance testing and peer testing of code.
- A commitment to excellence and high attention to detail and accuracy
- An aim to exceed expectations no matter the task at hand.
- A strong work ethic (we want someone who is committed to quality and continuous improvement)
- A natural values-based team player and collaborator who enjoys interacting with a broad range of customers and users
- A "can do" attitude (you'll enjoy using your initiative and judgement to problem solve)
- Ability to work independently and manage competing priorities/multiple tasks with ease
- Ability to 'think on your feet' and be solution focused and unflappable under pressure
- Naturally curious with keen desire to learn
- An interest in the not-for-profit sector

You're inquisitive with a keen interest in discovering new approaches as well as delivering tried and tested methodologies.

If you like to stick closely to job descriptions or have a 'not my job' mentality, this is probably not the role for you. If you're excited by challenges, willing to give most things a go and know how to fill any knowledge gaps when the need arises, then this job will be a good fit.

### **The impact you will have**

This is your opportunity to be part of a game-changing agenda. We are impatient for progressive social change, and we aren't prepared to wait for others to create it. We want to be right at the centre of it. This role offers a unique opportunity to help shape the future of your community.

You'll get the opportunity to work in an ethical company with all the excitement and agility of a start-up without the headaches. We're built on solid foundations, we're sustainable and successful – but we've only just begun. We're not interested in just keeping things ticking along. We're builders and we're on a mission.

### **Other relevant information**

The nature of this role is quite varied. We know our strength comes from the diversity of our people, so we want people with different experiences and backgrounds to apply.

Our organisation is one that is as supportive and socially conscious as it is agile and explorative. Our DNA of commercial mind and social heart captures who we are at our core. We have a great working atmosphere with an inclusive, fun work culture. Our team is full of highly collaborative, diverse people with awesome skills.

The Developer role reports to the Director, Technology Excellence and works with a wider IT team of developers, business & security analysts, data scientists and support services specialists. When in the office, standard business hours are 9am to 5pm Monday – Friday, however, start and finish times are highly flexible. Currently our team is working partially from the office and partially from home or other remote locations.

To create a better work-life balance, the Our Community team works a 4-day week (pay for 5 days). We deliver 100% of the work in 80% of the time for 100% of the pay. We have high productivity, reduced stress levels, improved mental health and great team cohesion

Our Community is located at 552 Victoria Street (corner of Curzon Street and Victoria Street), Wurundjeri Country, North Melbourne. We work in a modern, bright, art-filled, open plan office and operate in a fairly informal manner (you don't have to dress up)

### **The successful candidate**

- Must be an Australian Citizen, Permanent Resident or hold a valid work permit or visa
- Will be required to undertake a Police Check
- Will be subject to a probationary period of three (3) months