

Web Systems Developer

Marketing and Communication Department

Chancellery Division



the university
for the real world

About QUT

QUT is a major Australian university with a global outlook and a 'real world' focus. We are one of the nation's fastest growing research universities and our courses are in high demand.

We are an ambitious and collaborative institution that seeks to equip our students and graduates with the skills they will need in an increasingly disrupted and challenged world. We are transforming the student experience we offer our 50,000 students and we place a premium on the international and national accreditation of our various professional degrees.

Our internationally award-winning Science and Engineering Centre is home to The Cube, acknowledged as one of the world's largest digital interactive learning and display spaces. QUT established the world's first Creative Industries Faculty, and we invest heavily in collaborative learning and interdisciplinary research environments, including the \$95M Education Precinct.

Further information about QUT can be obtained from the website at www.qut.edu.au.

Our Vision

QUT's [Blueprint 6](#) is our institutional strategic plan. The Blueprint formalises QUT's ambitions and declares our strong sense of purpose which is to provide transformative education and research relevant to our communities. It provides a framework and strategies to enable QUT to realise our vision to be the university for the real world and identifies the following priorities:

- support aspiration and inclusion
- encourage creativity and entrepreneurship
- embrace digital transformation and technology
- embed principles of health and wellbeing
- support Indigenous Australian engagement, success and empowerment
- enable professional engagement and ethical leadership and,
- focus on the environment and sustainability

Aligned to and supporting our vision are the QUT Values. These Values highlight what makes QUT distinct and successful. Providing a compass for our decisions, actions and behaviours and strengthening our community.

QUT Values

- Ambition
- Curiosity
- Innovation
- Integrity
- Inclusiveness

About the Marketing and Communication Department

The Marketing and Communication Department is responsible for:

Building and protecting QUT's brand awareness and reputation;

- Engaging and recruiting future students;
- Ensuring communications from QUT are effective and of high professional standard.

As well as professional services provided to the university community, the Department is responsible for a variety of corporate communication functions and oversees relevant policies, protocols and governance arrangements.

About the Position

The Web Systems Developer is one of a team of developers responsible for the web applications, scripts, style sheets, infrastructure, and templates which help create QUT's public facing websites. Working alongside experts in content, SEO, web analytics, digital campaigns, and designers we work together to protect and improve QUT's online presence.

The Web Systems Developer supports QUT's Web Strategy through development and implementation of web standards, web programming, and appropriate web technologies and applications. They monitor and assesses QUT's public facing web infrastructure for accessibility, reliability, and performance.

Through a client-focused approach this position will work with internal and external stakeholders to ensure a consistent approach to solutions developed.

This position reports to the Web Service Manager for supervision, workload management and for Performance Planning and Review (PPR).

Key responsibilities include:

- Plan, develop, and maintain the web-hosting infrastructure for QUT's public facing web presence to ensure an efficient and highly reliable service
- Ensure that code developed and maintained by you will demonstrate current programming practices and thinking.
- Contribute to knowledge sharing within your team.
- Promote web accessibility to your peers within the team and QUT's wider community.
- Be responsible for the stability and reliability of QUT's public facing web infrastructure
- Communicate with a diverse range of stakeholders to achieve project outcomes.
- Engage and participate with web developers throughout QUT's wider community to encourage and foster an environment of collaboration and community.
- Compliance with health and safety policies, procedures, hazard reporting and safe work practices.

To ensure job flexibility the successful appointee may be required to:

- perform any other duties as nominated by the University consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training;
- participate in job rotation or multiskilling in consultation with their supervisor;
- work across campuses

Type of appointment

This appointment will be offered on an ongoing, full-time basis.

Location

Kelvin Grove campus.

Selection Criteria

1. Education, training, and/or relevant experience equivalent to completion of an IT degree with at least 4 years of relevant experience.
2. Excellent knowledge of all aspects of web development, including:
 - Client-side technologies (e.g. HTML, CSS, JavaScript, JQuery)

- Server-side technologies (e.g. PHP, Java (Web Objects), JSP, programming frameworks)
 - Database technologies (e.g. Oracle, MySQL)
 - Hosting technologies (e.g. Enterprise CMS (Squiz Matrix), Apache, Tomcat, WordPress).
3. A passion for current web accessibility standards, and proven experience in implementing responsive, mobile-friendly web sites that exemplify great user experiences.
 4. Excellent interpersonal skills including a demonstrated ability to contribute successfully as a team member and develop constructive partnerships across organisational boundaries.

Remuneration and Benefits

The classification for this position is Higher Education Worker Level 7 (HEW7) which has an annual remuneration range of \$101,955 to \$111,526 pa. Which is inclusive of an annual salary range of \$86,889 to \$95,045 pa and 17% superannuation.

In July 2020 QUT staff voted in favour of a variation to its Enterprise Agreements. The variations were approved by the Fair Work Commission in August 2020.

The variation impacts leave loading (for new staff no loading will be paid or accrued during the period the variation is in effect), salary increases (the salary increase which was due to occur in the first full pay period of December 2020 has been deferred until the first full pay period of December 2021) and superannuation (superannuation will be paid to staff as though the salary increase which would have been paid in December 2020 has taken effect and, subject to the rules of the superannuation fund, a defined benefit member will continue to make contributions in alignment with the contributions made by the University). A link to the variation is [here](#).

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including superannuation, the University offers real and generous benefits.

QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

Applications close: 4 February 2021

- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development
- Salary Packaging

Further benefits can be found at the [Working at QUT](#) page.

Information for applicants

The position is open to any ongoing, fixed-term, casual or sessional staff member. This includes any staff member who was employed by QUT on or after 23 April 2020. Indigenous Australians who have not been employed by QUT previously are also eligible and are encouraged to apply.

For further information about the position, please contact Natalie Ryan, Associate Director, Brand and Digital Communications, on (07) 3138 3026; or for further information about working at QUT contact Human Resources on (07) 3138 4104.

Candidates who are interested in the position are encouraged to apply even though they may feel they are not strong on individual selection criteria.

In assessing merit, the panel will take into consideration “performance or achievement relative to opportunity”. We recognise that many staff today have a range of personal circumstances, and career histories that challenge traditional ideas of a staff member. This may mean, for example, prioritising the quality of achievement rather than the quantity, as considerations of part-time employment, career interruptions and significant periods of leave are taken into account when assessing performance or achievement.

How to Apply

For further information and to apply, please visit www.qut.edu.au/jobs for reference number **20790(b)**.

When applying for this position we encourage you to upload your response to the selection criteria.