

Position Description

Software Engineer

EMPLOYEE VALUE PROPOSITION

The role described below is essential to Revo Group achieving their vision of a Revolution in Reliability.

At Revo Group we provide a flexible work environment based around personal and business growth. We recognise that your personal growth will also lead to the growth of others around you.

We strive to maintain our position at the forefront of technology and services in the asset inspection space, particularly in relation to industrial and utility assets, and recognise that our talent is key to this position.

Because we service multiple industries and customers from small to large, the projects are never mundane, and you are encouraged to find innovative ways to service our client's needs.

POSITION

The Software Engineer position is responsible for carrying out the designing, building, testing, deployment and maintenance of a range of applications and tools.

The Application Developer contributes to the development of various software that helps to achieve business outcomes and improves the way we work and how well we present to our Customers. The role looks after our Microsoft Azure environment and hosting, forms-based applications, interface development and general ICT support. It is a requirement to have some experience in applications development.

A passion for "finding a better way", attention to detail and an aptitude for technology are ideal attributes for a person in this role. In this regard we have a flexible, outcome-focussed work environment that requires adaptability and delivery.

Because we develop and contribute to the improvement of a range of technologies and software we are looking for a person who is a fast learner with the ability to innovate.

APPLICATION

To apply for this role, please fill in and return the following application form, along with your CV to admin@revogroupau.com Form: <https://revogroupau.com/revo-group-employment-application-form/>

WHAT'S ESSENTIAL TO US?

The principles are paramount to the how Revo Group operates, and it is expected that this person actively demonstrate these principles and values. Compromising these is considered sufficient cause for warnings and/or dismissal.

- **You:** Be safe, get home safely, encourage safety, speak up about it and remind ourselves what's important; that starts with family.
- **Where we live and work:** Respect our planet, ourselves, our clients and the workplace.
- **Each Other:** Be humble, honest and respectful at all times. Be flexible to new ideas and have open communication and encouragement.
- **What We Do:** Reputation before revenue; it's the standard we set and the trust we build that makes it satisfying. But most of all, enjoying ourselves!
- **Being Better:** Improve what we do, challenge the status quo and show the world what cool stuff we can deliver.

POSITION TASKS

In summary, the Software Engineer position requires someone who is able/willing to carry out the following:

- Prepare forms, integration pieces, code or other components of an ICT solution as required by the project management team to enable efficient and robust application development
- Contribute technical expertise to requirements analysis to enhance the quality of the solution design
- Complete testing and gather feedback to improve the quality and reduce operational risk of the developed application
- Undertake post-release activities to develop a base of knowledge to be incorporated in future build and release cycles
- Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options
- Participate in and contribute to team initiatives to resolve common issues or barriers to effectiveness
- Contribute to, capture and follow quality assurance processes
- Practising safety management systems including processes and documentation
- Provide assistance with research and development
- Provide assistance with training of clients and Revo Group employees
- Documentation of technical specifications of developed applications
- Assist in scoping application requirements based on client needs
- Work with other IT professionals to set specifications for new applications
- Test existing applications, identify deficiencies and offer solutions
- Attend trade shows and conferences to represent Revo Group. This may also include formally presenting to attendees.

KEY PERFORMANCE INDICATORS

The minimum KPI's of the role are as follows:

- Compliance with Revo Group principles, values and safety standards at all times.

- Weekly (minimum) reporting to the project manager on progress, issues and other matters of importance.
- Maintain up-time of applications at >99.99%
- Complete development within agreed timeframes (internal and externally agreed)
- Unit and integration testing successfully completed before launch
- Respond to all bug reports within 24 hrs

REQUIREMENTS AND QUALIFICATIONS

A person in this role is expected to have the following experience and qualifications:

- Practical working knowledge of programming language such as C#, JSON, etc.
- Practical working knowledge of virtual machines, servers, databases and general IT systems e.g. email, file servers, Office 365 administration.
- Demonstrated understanding of software design and programming principles
- Critical thinking and problem-solving skills
- Ability to work in an evolving environment with competing priorities and rapid changes in direction
- Excellent time-management skills
- Ability to be teachable and to also provide non-technical explanations to other staff or to customers
- Having a qualification of some form in information technology is preferred, but not essential. We want your skill set and capability, not necessarily a bit of paper
- Having certifications in application development is a bonus
- We will consider all time periods of experience, with demonstrated skills more important, but we anticipate the successful applicant to have a minimum 2 years, preferred 5 years of experience as an Application Developer or similar role

LOCATION

This position is based out of our Brisbane office.

REPORTING/GOVERNANCE

The position currently reports to the Managing Director although as the company expands it is likely this will change with any restructure.

PROBATION PERIOD

This role has a probation period of 3 months.

REMUNERATION PACKAGE

Remuneration will be in the form of salary, superannuation, training allowance and other potential benefits depending on experience, market requirements, legal requirements and other options to be discussed in the interview.

COMPANY BACKGROUND

REVO Group is a private company formed from the merging of 3 existing non-destructive testing, software development and engineering companies. The existing companies marketed non-destructive technologies, data collection and engineering services to utilities that have steel and timber assets that require regular inspection and maintenance.

Over time, the business model for the companies evolved to where it also provided an inspection and scanning service to clients with an 'end-to-end' view of asset management. By facilitating the use of technology, combined with the company's proficiency, clients are provided with the ability to have their overall maintenance and refurbishment of timber and steel structures expertly managed.