

Role Description

Senior Developer



Department/Agency	NSW Office of the Director of Public Prosecutions
Division/Branch/Unit	Information Management and Technology
Role number	Not Applicable
Classification/Grade/Band	Prosecution Officer (Administrative) Level 6
Senior executive work level standards	Not Applicable
OSCA Code	224214
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Date of Approval	10 July 2026
Agency Website	www.odpp.nsw.gov.au

Agency overview

The Office of the Director of Public Prosecutions (ODPP) provides an independent, efficient, fair and just prosecution service for the people of New South Wales. The vision of the ODPP is to be a dynamic prosecution service recognised for its excellence and leadership. It acts in the public interest for NSW Parliament, the Judiciary, the Courts, Police, victims, witnesses, accused persons and other stakeholders in the criminal justice system and the wider community. The Corporate Services division provides a wide range of services to the ODPP, specialising in the areas of finance, human resources, procurement, information technology, training and asset management. The Division strives for and is committed to excellent customer support to the ODPP and its stakeholders.

Primary purpose of the role

The Full Stack Developer is responsible for designing, developing, testing, and maintaining enterprise-grade digital applications across both front-end and back-end technologies. The role contributes to the delivery of secure, scalable, and user-centred solutions, working collaboratively within AGILE, multidisciplinary teams.

Key accountabilities

- Prepare specialised, quality code that complies with specifications and standards, as required by the user stories (requirements) and aligned to product design to enable on time application development.
- Collaborate with others to review specifications and use agreed specifications, and correct standards and tools applying security standards, best practice methodologies and industry recognised standards, processes and systems to design, code, test and document programs or scripts of medium to high complexity.
- Complete unit/system testing and gather feedback to improve quality and reduce operational risk of the developed application, ensuring risks are adequately understood, documented and mitigated.
- Undertake post release activities to develop a base of knowledge to be incorporated in future build and release cycles in compliance with release and change management processes.
- Provide 3rd level application support and problem resolution to minimise the impact of application related service outages including identifying, locating and competently fixing faults, complying with incident and problem management processes.
- Translate user stories and propose development approaches or services to meet needs engaging in meaningful interactions and relationships with users and working collaboratively with Analysts and Testers, contributing to the Agile practice for Development user stories and test scenarios, to ensure an effective delivery system.



- Contribute technical expertise to user stories analysis to enhance the quality of the solution design for new or existing products.
- Identify and explore opportunities for service and business improvement including analysis and response to customer feedback and insights and contribute to ongoing improvements to products and service delivery, recognising the potential for automation of processes.

Key challenges

- Providing high quality development services given tight timeframes.
- Design, develop, and maintain full stack applications using modern front-end and back-end technologies.
- Translate business and technical requirements into well-structured, maintainable code.
- Ensure solutions meet security, performance, accessibility, and usability standards.
- Contribute to system architecture and technical design decisions.
- Apply software engineering best practices, including version control, code reviews, and automated testing.
- Develop and consume RESTful and event-based APIs.
- Designing, building, and supporting event-driven applications that reliably process asynchronous workflows in a complex Azure environment.
- Support CI/CD pipelines and DevOps practices to enable reliable and efficient releases.
- Diagnose and resolve complex technical issues across the application stack.

Key relationships

Internal

Who	Why
Manager	• Escalate issues with potential solutions, keep informed, advise and receive instructions. • Participate in meetings and discussions to share information and provide input and feedback.
Project Teams	• Contribute in meetings to obtain the work group perspective and share information. • Work collaboratively to contribute to achieving the team's business outcomes.
Stakeholders	• Resolve and provide solutions to issues.

External

Who	Why
Vendors/Service Providers and Consultants	• Liaise and work with external representatives on technology initiatives.

Role dimensions

Decision making

Exercise sound judgement and initiative within defined policy, architectural, and governance frameworks. The role holder is accountable for:

- Making day-to-day technical decisions relating to application design, development approaches, and implementation patterns.
- Selecting appropriate tools, frameworks, and technical solutions within approved standards and architectures.

- Prioritising development tasks and resolving technical issues to meet agreed delivery outcomes.
- Determining when issues, risks, or decisions require escalation to a senior technical lead or manager.
- Decisions are made independently for routine and moderately complex matters. More complex, high-risk, or cross-system decisions are escalated for review or endorsement, particularly where they impact enterprise architecture, security, budget, or service continuity.

Reporting line

Manager, Applications & Information Management

Direct reports

Nil.

Budget/Expenditure

Nil.

Key knowledge and experience

- Proven experience designing, developing, and supporting full stack applications within a complex or enterprise environment.
- Strong knowledge of modern front-end development practices, frameworks, and responsive design principles.
- Strong knowledge of back-end application development, including API design, integration patterns, and service-oriented architectures.
- Practical experience working with cloud-hosted platforms and services, including deployment, configuration, and monitoring.
- Experience working with Cosmos db and/or relational including data modelling and performance optimisation.
- Experience with Azure Application Insights and Kusto Query Language (KQL) for monitoring, troubleshooting, and analysing application telemetry.
- Development experience using YAML and Bicep for CI/CD pipelines and Azure infrastructure-as-code.
- Experience with Azure Logic Apps and Azure Functions will be an added benefit.
- Sound understanding of software development lifecycle methodologies, particularly agile and iterative delivery approaches.
- Knowledge of secure coding practices, privacy, and information security principles relevant to enterprise and public-sector systems.
- Experience maintaining and enhancing existing systems while contributing to new development initiatives.
- Demonstrated ability to document technical solutions clearly for both technical and non-technical audiences.

Essential requirements

- Demonstrated experience as a Full Stack Developer in an enterprise or complex delivery environment.
- Strong experience with front-end frameworks (e.g. Angular and/or React).
- Strong experience with back-end development using .NET and C#.
- Experience with Azure cloud platforms
- Experience working with Cosmosdb and/or relational databases.
- Sound understanding of secure coding practices and application security principles.
- Experience working in agile delivery environments.

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These

groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Capability group/sets	Capability name	Behavioural indicators	Level
 Personal Attributes	Manage Self Be persistent, self-reflect and commit to learning	- Keep up to date with contemporary knowledge and practices - Seek and take advantage of opportunities to learn and apply new skills - Commit to achieving challenging goals - Seek and respond positively to constructive feedback and advice - Examine and reflect on your performance	Adept
 Relationships	Communicate Effectively Communicate clearly, pay attention to others and respond with understanding and respect	- Present with credibility, engage diverse audiences and test whether they understand you - Translate technical and complex information clearly and concisely for different audiences - Create opportunities for others to contribute to discussion and debate - Set an example by promoting information sharing across your organisation - Manage complex communications that involve understanding and responding to multiple and divergent viewpoints - Explore creative ways to share information and communicate with diverse audiences - Leverage insights from people with lived experience to shape communication and engagement strategies - Write clearly, concisely and persuasively in a range of styles and formats	Advanced
 Results	Plan and Prioritise Plan to achieve priority outcomes and respond flexibly to changing circumstances	- Consider the future aims and goals of the team, business unit and your organisation when prioritising work - Set, prioritise, consult on and develop team and business unit goals, strategies and plans - Anticipate, assess and respond appropriately to the impact of changes, including changes to government policy and economic conditions, on team or business unit goals	Adept

Capability group/sets	Capability name	Behavioural indicators	Level
		- Ensure current work plans and activities support and are consistent with organisational change initiatives - Evaluate outcomes and adjust plans accordingly	
 Results	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	- Make recommendations based on evidence by researching and critically analysing information and identifying interrelationships - Anticipate, identify and deal with issues and potential problems that may impact organisational goals and the customer experience - Think creatively to come up with new ideas to resolve issues and improve customer experience - Seek input and ideas from people with different backgrounds and experiences - Participate in and contribute to team or business unit initiatives to resolve common issues or barriers to effectiveness - Identify and share business process improvements to enhance effectiveness - Analyse data and information to identify insights and communicate findings in a clear and meaningful way	Adept
 Business Enablers	Technology Understand and use available technology to maximise efficiencies and effectiveness	- Promote using creative and accessible technology in your organisation - Actively manage risk to ensure compliance with cyber security and acceptable use of technology, including record keeping, cybersecurity, privacy, and responsible artificial intelligence use - Keep up to date with new technology and technological trends to understand how using them can support business outcomes - Seek advice from appropriate subject matter experts about using technology to achieve business strategies and outcomes - Lead the appropriate use of digital systems, ensuring outputs are aligned with legal, ethical, and organisational standards	Advanced

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identify performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes, however, may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
 Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Adept
 Personal Attributes	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate
 Personal Attributes	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
 Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
 Relationships	Work Collaboratively	Collaborate with others and value their contribution	Adept
 Relationships	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Adept
 Results	Deliver Results	Achieve results by using resources efficiently and committing to quality outcomes	Adept

Capability group/sets	Capability name	Description	Level
 Results	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Adept
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Intermediate
 Business Enablers	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Intermediate
 Business Enablers	Project Management	Understand and use effective ways to plan, coordinate and control projects	Adept