RNZ ROLE DESCRIPTION

Position Title: Front-end developer

Location/Business Unit: Audience Strategy, Wellington

Reports to: Product & Development Lead

Functional relationships: Product & Development team members including
Development, UX/Design, Support and management
Digital content staff, including radio production and news
External contractors and service providers

Location: Wellington

Date: February 2019

Position type: Permanent, Full time

Position Purpose:

To implement and maintain beautiful, fast and accessible frontend systems that meet business and user needs and underpin innovative digital products for all New Zealanders.

Collaborate with the rest of the team to help grow overall team capability and resilience and contribute to a culture of continuous learning.

This role is in the Product & Development team, which strives to create insights-driven, user-focused digital products that RNZ's audience love.

You will need to work closely with people from across the business, with the ability to challenge received wisdom a must.

As an independent, commercial-free public service broadcaster, Radio New Zealand's purpose is to serve the public interest.

Key Job Outcomes/Accountabilities:

Outcomes/Accountabilities required	Likely/expected actions contributing to achievement of outcomes
Strategy (1) Contribute to maintenance and delivery of a roadmap for the core platforms underpinning RNZ digital products so they meet the needs of the organisation. (2) Contribute to maintenance and delivery of a product portfolio that continually innovates on our digital products. (3) Deliver new tools which allow our staff to tell our stories in innovative and appropriate ways on the right platforms. (4) Work across our platform to help us achieve our audience target of reaching and being valued by 1 in 2 New Zealanders every week by 2023. (5) Deliver software and systems in support of RNZs strategy, that are flexible to adapt to changing needs, resilient to failure, easily maintained and secure.	**Strategy** (1) Ensure, along with team lead and senior colleagues, the business understands development and response times and if necessary, competing priorities. (2) Contribute to a multi-year modernisation project to overhaul RNZ's publishing capabilities. (3) Contribute to the ongoing management of the technical platform and product roadmaps to ensure they address evolving needs. (4) Represent frontend needs to the team and the business to enable realistic planning. (5) Continue the adoption of modern development practices, including adding Frontend to the current CI pipelines. (6) Keep abreast of technical, user and business developments and benchmarks to enable RNZ to stay competitive in today's media landscape. (7) Upskill technically to provide development cover in critical areas. (8) Provide on-call support on a rostered basis

Outcomes/Accountabilities required	Likely/expected actions contributing to achievement of outcomes
Service delivery (1) The company's strategy is understood and delivered on; (2) The unit's own strategy is further developed, and changes are made to meet the needs our audience and the business. (3) Charter requirements are met and reflected in the unit's strategy (4) Product and platform innovation is well planned and prioritised to assist with the organisation's growth (5) Product innovation plans ensure staff have the tools to deliver the outcomes needed. (6) Any products, tools and assets delivered are adequately scoped and documented to enable effective	**Service delivery** (1) Work with the Product & Development lead, colleagues and vendors to find sustainable, fit-for-purpose solutions to meet the needs of our audiences and the business (2) Contribute to the technical delivery of key initiatives and projects using modern development processes and practices, work with colleagues and vendors to build beautiful, fast and accessible systems (3) Communicate the challenges and benefits of complex technical approaches or issues to colleagues across the business in plain language and respectfully

support by in-house or third-party support staff. (7) Existing systems are maintained at an appropriate level to ensure high availability and fault tolerance (8) Digital knowledge is increased across the wider business.	(4) Ensure code is written to support high availability, accessibility and usability to ensure information can be accessed by all users on agreed platforms. (5) Provide Product & Development lead with 'no surprises' information about challenges or potential issues. (6) Contribute to shared documentation around the structure and management of the RNZ infrastructure. Implement and maintain effective quality control systems for code development; (7) Contribute to upskilling the organisation digitally

Outcomes/Accountabilities required	Likely/expected actions contributing to achievement of outcomes
Organisational Culture and Strategy implementation: (1) Change to any practices and processes is well planned and introduced collaboratively. (2) Robust, modern development practices are deployed to assist with the successful completion of projects.	**Organisational Culture and strategy implementation:** (1) You will be open-minded and work collaboratively (2) Help us improve development practices by sharing your knowledge and help us work towards sustainable development practice (3) Help us identify learning opportunities and implement strategies as appropriate. (4) Share internal data results and collaboratively identify and prioritise strategies to improve as appropriate; (5) Communicate opportunities for process or technology improvements openly

Outcomes/Accountabilities required	Likely/expected actions contributing to achievement of outcomes
Staff leadership and development (1) Act as technical lead on projects as required. (2) Help upskill other staff to ease innovation projects and ensure success. (3) Be a considerate and supportive team member who encourages others to share their ideas. (4) Provide honest and open feedback to the product and audience leader.	**Staff leadership and development** (1) Mentor colleagues and partners as required. (2) Model a collegial and constructive approach that reinforces an audience-first focus and encourages teamwork; (3) Help plan projects with clear goals, timeframes and outcomes (4) Collaborate with staff to identify and implement ongoing training and development opportunities.

Outcomes/Accountabilities required	Likely/expected actions contributing to achievement of outcomes

Financial operations:
 	
  (1) Unit's financial operations are managed within budget.
	Financial operations:
	
	  (1) Monitor and budget expenditure you may have responsibility for against plans, taking corrective action as required.
	  (2) Provide Product & Development lead with robust and timely analysis of any financial concerns.

PERSON SPECIFICATION

Qualifications:

Software development or related degree-level qualification, or equivalent experience

Knowledge & experience

- 2+ years front-end development experience on high-traffic sites supporting a broad range of user technologies
- Excellent knowledge of modern front-end technologies and how to implement them in an accessible manner, including client-side JavaScript libraries such as React and scalable CSS architectures using pre-processers such as SASS
- Proficient in optimising delivery and quality of front-end assets
- Proven skill in connecting disparate systems, particularly working with RESTful APIs.
- Experience working with CMS' and generating frontend code through component-based templates
- Focus and experience in creating sustainable software through best-practice, standards-based development that includes software testing, dependency management, version-control and build automation.
- Excellent knowledge of internet protocols & standards
- An understanding of RNZ programming and Charter objectives.

Desirable experience
- Media-industry
- Ruby on Rails or other backend technologies
- HTML based applications in closed environments, eg Smart TV apps
- You can find your way around a Unix command line

Personal attributes
- Highly flexible and adaptable individual, aware that there is no 'one solution' to any problem and able to balance the diverse needs of the user, the team, the business and the codebase and prioritise accordingly
- Proven achievement and credibility as a developer who sets and achieves high professional standards, comfortable working in a cross-functional team including backend developers and UX designers.
- Interested in using the right tool for the job rather than religiously advocating for a given technology
- An urge to collaborate and share knowledge
- Able to set and achieve high professional standards - for self and others
- The proven ability to:
    - think flexibly and creatively with an ability to quickly grasp complex topics;
    - think and act strategically, e.g. organisational awareness, sustainable development practices;
    - persist in achieving results by effectively managing own time, overcoming obstacles and or tolerating ambiguity;

- ○ maintain own health, safety, welfare to ensure optimum resilience and performance in difficult situations or under stress.
- ○ The willingness to be open and transparent e.g. disclose mistakes, act ethically, seeking and acting on constructive feedback.
- Able to apply all legislative requirements, regulations, policies and procedures related to area of responsibility and specialised expertise
- The willingness to understand and promote the value of diversity, including obligations under the Treaty of Waitangi

COMPETENCIES

Teamwork
- Helps make all team relationships work
- Works in a consultative and positive manner
- Manages disagreement in a constructive way, avoiding unpleasant confrontations
- Explains their reasoning so others can understand
- Accepts differences and looks for the positive

Strategic Capability
- Approaches each situation with a clear perception of limits and actual conditions in the context of their job and the organisation
- Makes connections between issues and allows flexibility in solutions
- Fulfils objectives communicated from the business plan
- Thinks creatively

Managing Self
- Adjusts rapidly to new situations
- Recognises responsibility for self-care in relation to health and safety and wellbeing
- Seeks, listens to and responds to feedback
- Balances different job responsibilities according to priorities, making progress in all areas
- Seeks help in a timely way
- Is accountable for their role and responsibilities
- Can be relied on
- Develops knowledge with sufficient depth for appropriate problem solving
- Applies intellect in a rigorous way
- Shows prudence and perspective in forming judgements, and flexibility in designing solutions
- Acts ethically

Outcome Driven
- Keeps current in specialist or technical areas
- Thinks laterally
- Is energetic, enthusiastic and positive about achieving goals and resolving issues within cost constraints
- Displays a high level of initiative, effort and commitment to Radio New Zealand and its Charter
- Continuously improves services
- Ensures that projects are completed in a timely manner and within budget

Management

- Encourages attitudes that support Radio New Zealand, holds and promotes an organisation-wide view
- Learns about parts of the organisation beyond own work experience
- Is positive towards change, wanting to build something new and better
- Uses efficient and cost-effective approaches

Building Relationships

- Demonstrates relationship building and communication skills
- Enlists the support of others to achieve Radio New Zealand's goals
- Can enter into intense discussion without personalising issues
- Is respectful in all forms of communication
- Moves from their own position if the weight of evidence is against it
- Represents the organisation positively and effectively
- Establishes and maintains positive working relationships with internal business units
- Achieves the group's objectives
- Takes account of circumstances when communicating with others.