

Senior Developer

February 2023

Reporting to:	Senior Manager - Development
Direct reports:	None
Status:	Permanent – full-time/part-time We support flexible working – please talk to us about what you want.
Salary range:	From \$140,000 + super + NFP salary packaging Commensurate with experience
Location:	Hybrid Model (office in Pyrmont, Sydney) Remote workers on the east coast of Australia are welcome to apply. Note that ReachOut will fly you to Sydney to attend ReachOut's company wide and tech team Moments that Matter - such as Hack Days, All-In Staff days (approximately five 3-day trips each year).

ReachOut is an inclusive workplace, committed to providing opportunities for people from diverse and often marginalised groups. We encourage applications from people of all ages, backgrounds, and identities. This includes but is not limited to people with living experience of mental health issues and/or recovery, Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, LGBTQIA+ and people with disability.

About ReachOut

ReachOut is the leading online mental health service supporting young people during tough times.

We help young people feel better about today and the future, no matter what challenge they're facing. ReachOut provides a safe online place where young people can openly express themselves, explore what's happening in their lives, connect with people who understand their situation, and find the resources to help them manage their challenges now and in the future. Anonymous, free and 100% online, ReachOut has been designed specifically for – and with – young people.

From one-to-one support from experienced peer workers, to online forums, as well as tips, stories and resources, ReachOut offers a wide range of support options that allow young people to engage in the ways they want to, when they want to.

About the role

This role is an opportunity to join ReachOut's friendly and diverse development team. We have adapted to a post-covid world where it's not where you are, or how much time you spend in the office; we want our development team to be productive and happy, and able to do their job skilfully and to the best of their ability wherever they are.

This role comes at an exciting time for ReachOut: we have kicked off a strategic roadmap of modern technologies and ideas, affording developers unmissable opportunities to learn, innovate, iterate and shape the future of the mental health space for young people.

As a senior developer you will design and shape end-to-end responsive web solutions, using the best and most exciting technologies, defining what the next evolution of online applications will look like and giving service users the most engaging and rewarding experience.

The role provides opportunities to work with a variety of technologies and systems including a React Component Library, various AWS services, CI/CD, Analytics and Data Warehouse implementations.

About you

With comprehensive skills in ReactJS, JS, NodeJS, nextJs, AWS Lambdas, and Serverless Architecture you'll need to be detail oriented and enjoy working through all phases of the development lifecycle. Passionate about both front-end development and back-end design and implementation you'll have worked on applications or large web projects ideally including a CMS (ideally Contentful). Hands on and pragmatic, you'll be able to work with the business to implement great technical outcomes.

You'll have an extensive knowledge of web standards, best practices and full stack architecture and be driven to develop optimised, dynamic solutions. Polished and professional, you'll enjoy sharing ideas, learning and creating experiences that users love.

Key Responsibilities

- Translating product features and UX designs into applications and APIs.
- Developing solutions that are efficient, maintainable, secure and meet ReachOut's duty of care requirements.
- Having input on development processes and best practice, and keeping an eye on ways we can constantly improve development at ReachOut
- Collaborating with internal and external stakeholders.
- Undertaking a provided training course on web accessibility, and applying these learnings in practice.
- Resolving technical and product issues.
- Mentor other team members on the development process, tooling and programming

Main relationships

With	Purpose
1. Senior Manager - Development	The Senior Manager of Development will provide ongoing leadership, management and support for this role.
2. Delivery Team	The tech team, designers, QA and BA in the Delivery Team will be your daily collaborators to decide how the development work gets done, and partners in execution.

3. Product Managers	The product managers will provide ongoing direction and clarity in what the Delivery team is working on and why it's important
4. Data team	You may need to support the data team

To be successful in the role, you need:

- At least 5 years of commercial experience as a developer involved in the web stack, skills with HTML, CSS and modern JavaScript (ES6 and later, Node JS).
- Excellent with React and comfortable using nextJs
- Extremely comfortable using git
- Commercial experience with cloud platforms, in our case AWS.
- Years of experience with software testing (unit testing, end-to-end testing and accessibility testing) - we are using Cypress, Browserstack and Axe
- Familiarity with continuous integration and infrastructure as code (we use CircleCI and serverless)
- A willingness to deal with some legacy solutions and code when required.
- Excellent communication and collaboration skills, ability to write clear documentation appropriate for the intended audience
- As a senior developer, a capability for independent thinking and problem solving.
- Looking out for our team - identifying opportunities to mentor and help other team members grow their skills.
- Ability to work under pressure & meet deadlines
- A hands-on and pragmatic approach
- Ability to work with the business to implement great technical outcomes.
- Demonstrated ability to work well as part of a team
- The ability to live ReachOut's values and behaviours
- A humble, level headed approach to development, open to accepting and taking on feedback and open to new ideas
- A sense of humour

We also think it would be useful to have:

- DynamoDB and RDS would be advantageous.
- Knowledge of CMS platforms and creating content models (we are using Contentful)
- Cross-browser compatibility and SEO knowledge
- Familiarity with MaterialUI, monorepo, react component library
- Experience with Jira and Confluence
- Understanding of agile software delivery processes

You will stand out if

- you have experience with any identity management platform e.g. auth0
- you have experience designing or implementing knowledge graphs
- you are comfortable with Google Analytics and Google Tag Manager
- Experience with AI/ML