

Developer

Innovation and Engagement

Developer, Innovation and Engagement

An exciting opportunity has arisen to join one of Australia's most successful public interest and social justice organisations. In the face of rising levels of unmet legal need, Justice Connect designs and delivers high impact interventions to increase access to legal support and progress social justice.

We are committed to taking an impact-focused approach, applying research and design principles to develop our products and services to ensure they make a tangible difference for our clients and sector peers.

We deliver services that assist both people and community organisations. Those we assist often struggle to navigate the law, are unable to use the law in their daily lives and experience the impacts of harsh and unjust laws. We aim to prevent and to solve legal problems so that we can prevent the negative impacts on people's lives and organisations and empower the community to use the law as a force for good.

Given the scale of the challenges we address, we use digital innovation to extend our reach and impact, supporting us to be more efficient and accessible, while helping us capture and use data to better understand legal need and underlying systemic issues.

We harness the extraordinary pro bono contributions of over 50 member firms and the barristers we work with across the country. We channel pro bono effort through our innovative service models to ensure that pro bono hours deliver real impact for the community.

We develop strategic interventions to help address the system-level drivers of legal problems and barriers people face when engaging with the legal system. By addressing root causes of flawed or unfair laws and poorly designed systems, we prevent the long-term challenges that people and organisations continue to face.

Our creative and passionate staff drive us forward with a commitment to evaluation and iteration that ensures our impact increases year on year.

This exciting role is part of Justice Connect's acclaimed Innovation and Engagement team. Undertaking some of the most cutting edge work at the intersection of justice and technology, our innovation team works on a range of projects that aim to scale Justice Connect's reach and impact and improve the experience of people seeking legal help and of the lawyers that help them. This role will undertake significant work on Justice Connect's [Gateway Project](#), funded initially as a finalist in the Google Impact Challenge, and now with strong support from a range of local and international funders.

This is a unique role, representing an extraordinary opportunity to work at the intersection of design thinking, human-centered design and evaluation and to work at the intersection of law, technology and design.

We know our team and our organisation is stronger with a diversity of backgrounds and experience, including lived experience of the issues we work on. Aboriginal and Torres Strait Islander people, people of colour, people from culturally and linguistically diverse and refugee backgrounds, people with diverse religious beliefs, gender diverse people, LGBTIQ+ people and people living with a disability are strongly encouraged to apply.



Applications close 9:00 am, Monday 29 November 2021



Position description

Position title	Developer
Position reports to	Lead Developer
Position Works in Close Collaboration with	Innovation Manager, Project Leads, Developers, Project Coordinator, Lead Developer, Head of Innovation
Employment status	12-month contract with possibility of extension
Hours	37.5 hours per week (1.0 FTE)
Salary	\$65,000 to \$75,000 per annum, plus 10% superannuation, annual leave loading and generous salary packaging options ¹
Location	Level 17, 461 Bourke Street Melbourne VIC 3000 *remote during COVID-19 pandemic
Closing date	9:00am Monday 29 November 2021
For further information	Contact Tom O'Doherty, Head of Innovation (03) 9900 0068

Role purpose

The developer role supports Justice Connect to undertake design and development work in-house. The role will also build the capacity of Justice Connect to conceptualise, plan and deliver digital projects, including through procuring support from external suppliers.

The developer will assist in the

- design and development of key products and features
- execution and maintenance of digital technology products and projects, in particular the Legal Help Gateway Project.

Key responsibilities

The responsibilities of the role are as follows:

- Write clear, well designed, testable and efficient code using best software development practice, assisting with both front and back-end development
- Provide development, enhancement and bug fixing support for existing and future projects
- Undertake customisation of products and platforms used to deliver services
- Employ effective methods of testing to support varying client systems (browsers, operating systems, devices etc.)
- Build integrations between platforms, services and data sources
- Provide support on specific web-based projects on Justice Connect's website, and affiliate websites
- Provide support to management and programs in the development of digital strategies and digital project planning
- Work collaboratively with IT suppliers and operations staff
- Liaise with and work collaboratively with external stakeholders working on digital projects

¹ As a Public Benevolent Institution, Justice Connect is able to offer staff generous salary packaging options. The tax savings for a staff member choosing to take full advantage of the salary packaging option mean that their take home salary is more than it would be without access to salary packaging.



- Contribute to coordination of the project timeliness reporting against milestones, including through use of project management and collaboration platforms
- Contributing to Justice Connect's Reconciliation Action Plan activities.

This job description outlines the current duties and responsibilities of the position. These will be reviewed on a regular basis with the position holder and are subject to change according to the needs and priorities of Justice Connect.

Selection criteria	
Qualifications	<ul style="list-style-type: none"> • Tertiary qualification in Computer Science or relevant field.
Technical expertise	<ul style="list-style-type: none"> • Writing HTML, CSS, and JavaScript. Familiarity with latest and best practices is a must, e.g., HTML5, CSS3, and design frameworks. • Experience in PHP programming language. • Familiarity with globally supported frameworks, Vue and Laravel. • Understanding of Database design and management. • Familiarity with CSS pre-processors, bundlers, and associated languages/syntaxes/libraries. e.g., SASS, LESS, and webpack • Proficiency with Git. • Familiarity with architecture styles/APIs (REST, RPC)
Experience	<ul style="list-style-type: none"> • Minimum 1-year professional experience
Knowledge, skills & attributes	<ul style="list-style-type: none"> • Sound technical skills, and interest and appetite to learn new systems and processes • Systems thinker and problem solver • Demonstrated ability to use interpersonal skills to build relationships with diverse stakeholders and clients • Highly motivated, with a strong work ethic, a positive attitude and demonstrated ability to work both independently and in a team • Lover of data, and synthesiser of insights • A commitment to and passion for Justice Connect's objectives and values and the role that innovation projects play in improving access to justice

Employee benefits

Justice Connect offers employment benefits including salary packaging (making part of your salary tax-free), flexible working arrangements, above award annual leave provisions and opportunities for professional development. Justice Connect is an organisation that strives to show leadership, operate sustainably and demonstrate our effectiveness. You will be rewarded with a workplace culture that is professional, committed, collaborative and creative and where you can make a real difference through your work.



Important information

For further information about Justice Connect and its work please visit www.justiceconnect.org.au

The application process is as follows:

- Applications should be addressed to Tom O'Doherty, Head of Innovation and should comprise a cover letter, your resume and a succinct statement outlining your suitability for the role with reference to the selection criteria.
- Applications should be emailed to hr@justiceconnect.org.au as a **single word or PDF file** including 'Developer – Innovation and Engagement Team' in the email subject line.
- Applications close at 9:00am, Monday 29 November 2021.

