



# Australian Government

## IP Australia



Thank you for considering IP Australia as your next career opportunity. We are committed to delivering world leading IP services that are modern, effective and efficient to ensure all Australians benefit from great ideas. Through innovative solutions we pursue productivity and quality improvements that underpin our customer-focused agency.

Our people are our greatest asset.

We continue to invest in talent and capability development to build the workforce of the future. By encouraging diversity of thought and

a culture of curiosity, we inspire leadership and accountability at all levels.

I am extremely proud of our commitment to a diverse workforce that represents the broader population. We want all employees to feel safe in embracing their true selves in the workplace. Having a diverse workforce opens a world of possibility, enabling us to draw on ways of thinking and ways of being that come from a different understanding of the world.

To ensure we attract the best and brightest minds, we continue to implement best practice workforce planning. Careers at IP Australia

provide challenging opportunities to develop leadership and management skills, contributing to our position as leaders of IP rights administration in the region.

IP Australia recognises the benefits of flexible working arrangements to individuals with better work-life balance and personal wellbeing, to teams that are more agile, dynamic and inclusive and to the organisation by being better able to attract and retain talented staff.

Michael Schwager  
Director-General  
IP Australia





## Candidate Kit

<b>Position Title:</b>	Microsoft Platform Developer – Dynamics and Power Platform
<b>Classification:</b>	APS Level 6
<b>Employment status:</b>	Ongoing
<b>Number of vacancies:</b>	One
<b>Employment type:</b>	Full-time
<b>Salary:</b>	\$95,395 – \$108,365 + 15.4% employer super contribution (pro-rated for part-time) <i>Note: An Individual Flexibility Arrangement (IFA) may be negotiable in addition to the salary for potential candidates who can demonstrate strong capability and experience across key skillsets.</i>
<b>Section:</b>	Business Delivery & Architecture
<b>Group:</b>	Digital and Technology Group
<b>Location:</b>	Flexible location - IP Australia employees can work from anywhere in Australia, providing they can maintain a safe and productive working environment. We have offices in Canberra (Ngunnawal Country) and Melbourne (Naarm), and a shared hub in Sydney (Gadigal Country). Employees close to these locations can maintain a hybrid approach of working in the office and from home.
<b>Security Classification:</b>	BASELINE
<b>Contact officer</b>	Gillian Morison (02) 6283 7970 Gillian.Morison@ipaustalia.gov.au

## Group Responsibilities

The Data and Technology Group (DTG) is driven by the IP Rights ecosystem. We work across many digital, technology and business domains to deliver ICT services and products to IP Australia, customers, stakeholders and ultimately the Australian public. DTG works across the agency to ensure our people have innovative and fit for purpose tools, products, and services to meet our commitments to the Australian Government. In collaboration with our stakeholders, we make decisions on technology, data, investments, risks and IT security as they apply to our current and future capability needs. Our core focus is enabling the reliable and efficient administration of IP Rights through resilient and secure technology systems and platforms. Our aim is to improve the delivery and quality of experience for our staff and external customers.

## Section Responsibilities

**Business Delivery and Architecture (BDA)** – comprises of cross-functional teams who are aligned to supporting business and customer facing platforms. Our teams deliver application development, application support, continuous improvement, change & release management, architectural assurance and self-service capabilities used by internal and external customers.

We deliver aligned products that have clear and logical boundaries, plus provide services to deliver agreed business outcomes. BDA are responsible for the delivery of development, maintenance, assurance and support of technical capabilities/components (software) required to deliver agreed business outcomes.

## Our Opportunity

As our **Microsoft Platform Developer**, you will play a key lead role in the Design, Delivery, Improvement, and Support of IP Australia's IP Rights Administration Systems and Enterprise Systems that are hosted on the Microsoft Dynamics and Power Platforms systems.

This role is expected to widen over time to expand your skills within the Artificial Intelligence (AI) space, to include Development and support of CoPilot functionality and/or CoPilot Agents.

This is a role that will span project delivery, ongoing Continuous Improvement (CI), and escalated technical support across all phases of the DTG operational model, delivering services to our key Plant Breeders Rights and Attorneys

Registration Management Systems, plus internal Microsoft based AI capabilities that are currently being expanded across the organisation.

The successful applicant will work within a team of developers, contributing to this crucial technology to drive innovation and support activities. You will also need to liaise closely with business stakeholders and other DTG colleagues, such as Delivery Managers, Business Analysts, IT Architecture and IT Security.

The specific duties of the Microsoft Platform Developer include, but are not limited to:

- Develop and enhance Microsoft Dynamics and Power Platforms applications to improve quality, reliability, and performance
- Contribute to delivering process optimisation and automation within the platform
- Collaborate with cross-functional teams to understand business requirements and translate them into technical outcomes
- Work with Delivery Managers, external support vendors and continuous improvement teams to support an agile delivery model
- Provide support for Microsoft Dynamics and Power Platform applications, ensuring high availability and quick resolution of issues
- Pro-actively investigate and resolve issues raised in production applications and track through the relevant service management systems
- Monitor system performance and proactively address potential issues before they impact operations
- Develop skills (over time) to assist with the expansion of CoPilot AI functions and CoPilot Agents in support of evolving organisational needs
- Contribute to documentation for operational processes and best practices
- Assist testing and validation of upgrades to ensure system integrity and performance
- Work with stakeholders to deliver stable and secure software and environments that align to IP Australia's reference architecture
- Be proactive and motivated to build their site knowledge of the business and technical areas at IP Australia that are relevant to their role.

This is a newly established role within our organisation, and we are looking to fill this position on an ongoing basis.

At the end of the recruitment process, a merit pool of suitable candidates may be created. Those found suitable will be advised that they have been placed in the pool. The merit pool is valid for 18 months from the date the process was advertised. The merit pool may be used throughout the period to fill similar ongoing and non-ongoing positions in the event positions become vacant.

## Job specific capabilities

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### **Mandatory qualifications and experience:**

- Demonstrated experience delivering and supporting Microsoft Dynamics and/or Power Platforms, especially Model driven apps
  - Alternatively significant demonstrated skills in a similar Development environment, with a demonstrated ability to quickly adapt
- Demonstrated experience in Javascript
- Experience in delivery and operations within a Cloud hosted environment (e.g. Azure and/or M365)
- Experience using Microsoft Office software
- Highly efficient communication and negotiation skills – both written and oral
- Demonstrated ability to think critically, assess issues, provide resolutions, and deliver outcomes within agreed timeframes
- Demonstrated ability to work with a diverse group of people to achieve organisational goals, valuing individual differences and working styles/patterns
- Respond proactively to feedback and be willing to develop and apply new skills
- Value individual differences and diversity.

### **Desirable skills:**

- Experience with Microsoft Power Automation and SharePoint
- Understanding or experience with Microsoft CoPilot support and/or Agent delivery
- Experience using an enterprise ITSM tools such as ServiceNow and Azure DevOps
- Understanding (or an ability to gain an understanding) of IP Rights related business processes and operations.

**It is expected that all IP Australia employees:**

- demonstrate attitudes and behaviours responsive to workplace change (including participate in and encourage others to participate in change and contribute to successful outcomes)
- improve organisational performance through effective engagement with and management of risk within relevant sphere of influence
- establish clear expectations and create an environment to achieve stated goals and objectives, take ownership and honour commitments
- uphold and maintain the APS Values and Code of Conduct
- maintain an understanding of their/worker responsibilities under the *Work Health & Safety Act 2011* (WHS Act) and a commitment to promoting a healthy and safe workplace.

Applicants are encouraged to refer to the attached Capability Framework documentation which outlines agency wide behavioural descriptors for the five core capabilities at this classification.

## Eligibility requirements for employment at IP Australia

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Under section 22(8) of the *Public Service Act 1999*, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to IP Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

Some applicants may be able to obtain and maintain a security clearance at a specified clearance level – please check the vacancy information section for security clearance requirements.

The successful applicant must be willing to disclose all relevant and required information.

## How to apply

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Applications must be submitted through IP Australia's online recruitment system, IP Hire. If you have difficulties using IP Hire, please contact the Recruitment Solutions team on 02 6283 2567.

To apply for this vacancy, you are asked to complete the online application form which includes submitting:

- A one-page statement (max 750 words) outlining how your skills, knowledge, and experience make you the right person for the role. You should include details of relevant achievements/examples that demonstrate your suitability.
- A current CV detailing recent employment history which is relevant to the advertised position.
- The name and contact details of two referees.

Most of the communication you'll receive about this process will be via email so please take this into consideration when submitting your application. For example, it is best not to use a work email if you are going on leave as we cannot change the process to accommodate the non-receipt of emails.

## How you will be assessed

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IP Australia use competitive merit-based recruitment processes. Candidates will be assessed against the job specific capabilities and duties, so it is important you frame your response around these.

IP Australia has its own capability framework that provides clarity and consistency for a professional and highly competent workforce, now and into the future. There are five core capabilities, relevant to each classification, and a +1 technical capability which varies depending on the role.

IP Australia uses a range of assessment methods which may include application and resume assessment, interview and/or written assessment and/or psychometric assessment and the collection of a referee report/s.

## Diversity and inclusion

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We celebrate and champion diversity to ensure we reflect the community we serve, and pride ourselves on our inclusive culture. We welcome applications from Aboriginal and Torres Strait Islander peoples, people of all genders, people with disability, people from culturally and linguistically diverse backgrounds, those who identify as LGBTQA+, mature aged employees and carers.

### Reasonable adjustments

We want you to be able to shine in the assessment process so if you require any personalised adjustments to assist you to participate fully in this recruitment process, please indicate this in your application form (or by contacting the Recruitment Solutions Team).

A member of either the Recruitment Solutions Team or the Selection Panel will contact you to discuss your needs. All reasonable requests for adjustments will be facilitated if possible. Personalised adjustments are also available to employees who commence with IP Australia to assist them to perform the duties of their role to the best of their ability.

Any information provided is private and confidential and will only be used to provide accommodations and will in no way determine the outcome of an application.

### RecruitAbility

The [RecruitAbility scheme](#) has been applied to this vacancy. RecruitAbility is a scheme which aims to attract and develop applicants with disability.

Applicants with disability who opt into the scheme; declare they have disability; and meet the minimum inherent requirements of the vacancy will be advanced to a later stage in the selection process. Merit remains the basis for engagement and promotion.



## About IP Australia

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IP Australia is the Australian Government agency responsible for administering Australia's intellectual property (IP) rights system, specifically patents, trademarks, designs, and plant breeder's rights. IP Australia also undertakes programs to educate and promote an awareness of IP, provides IP policy input to Government, develops legislation to support the IP system and contributes to bilateral and multilateral negotiations to improve IP protection internationally.

Australia's IP rights system supports innovation, investment, and international competitiveness. IP investment in Australia is valued at about 40 billion dollars.

We are an Australian Government agency with a passion for bright ideas, offering a great work-life balance, flexible working arrangements and rewarding career paths in the IP industry and/or Australian Public Service.

IP Australia embraces flexibility, including hours and location. Most of our roles can be done from anywhere in Australia, as long as you have reliable internet connection and an appropriate office set-up. We have offices in Canberra (Ngunnawal Country) and Melbourne (Naarm Country) for employees who are located within a reasonable distance to the office and most employees work a mixture of days in the office and days from home. Employees who are not located near an office, work completely remotely.



## Working in the APS

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Australian Public Service (APS) [Values](#) guide us through our working lives, setting expectations for shared behaviour that keep our workplace harmonious and productive. The values are also a promise to the people of Australia that we can be trusted to act with integrity, in their service and in accordance with the Public Service [Code of Conduct](#).

You can find out more about the APS's Employee Value Proposition here: [Work with us | APS jobs](#)



## CAPABILITY FRAMEWORK - RELEVANT TO APS 6



### **Agility and innovation – create and deliver outcomes using agile and innovative approaches**

- Model adaptability and flexibility in changing circumstances and diverse situations.
- Identify, capture and actively drive change activities, including supporting others to adapt to change and improve the broader team.
- Collaboratively provide input into the development of solutions for complex situations; question conventional approaches when developing alternative solutions and make recommendations.
- Strengthen the team's innovative problem solving through collaboration, consultation and inclusion.
- Demonstrate behaviours consistent with embracing change and new ideas; model and support staff to fail fast and apply learnings.



### **Customer centric – create and deliver quality customer centric outcomes**

- Maintain relationships with key customers to enable quality service outcomes.
- Manage activities and support the team to provide quality service outcomes.
- Respond to a broad range of service requests resolving complex issues with a solutions focus to meet customer needs.
- Work collaboratively across business groups to negotiate and manage service activities, achieving the best result for customers.
- Contribute to the development and evaluation of service standards. Apply these standards to resolve or escalate issues and give technical briefings to staff members and customers.



### **Data literacy – create and deliver, appropriately use data**

- Assist with research and analysis relevant to business needs and make recommendations to support decision-making.
- Be aware of the type of data created and used in own work area and have a basic ability to use the data systems and tools available.
- Ask questions to identify problems, and research the data to inform the audience of potential solutions.
- Adapt information in the appropriate medium, and then communicate and deliver data to the target audience.
- Manage resources in line with quality measures and align with performance expectations.



### **Engages with risk – create and deliver positive risk behaviour**

- Collaborate with colleagues and stakeholders to improve the way that risk is managed.
- Provide active oversight of risks, explore alternatives and show personal courage.
- Model a workplace where individuals and the team can take risks, accept failure, communicate openly and apply learnings.
- Identify risk information critical to making an informed decision.
- Manage tolerable risk and escalate as required.



### **People, network and self-leadership – create and deliver authentic leadership behaviour**

- Seek out feedback on own performance; respond proactively and make appropriate changes.
- Engage with the team to model behaviours including resilience, flexibility and persistence in changing and challenging environments.
- Develop and strengthen new and existing relationships across the business; support business objectives and make recommendations.
- Take responsibility for identifying development needs of your own staff through authentic performance conversations.
- Hold yourself and others to account when behavioural expectations are not met.



### **Job Specific Technical Capabilities**

- Researches, maintains knowledge of, interprets and applies relevant legislation.
- Provides advice and interpretation within technical or specialist area.
- Applies comprehensive knowledge of the technical field to address complex matters and/or undertake thorough analyses.
- Uses current methods or tools to explore and resolve complex issues.
- Finds and shares new ways to analyse and present information.
- Shares specialised knowledge and experience with others and assists others to develop technical skills and locate relevant information.