



## Candidate Kit

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<b>Position Title:</b>	Integration Developer
<b>Classification:</b>	APS Level 5
<b>Employment status:</b>	Ongoing
<b>Number of vacancies:</b>	One
<b>Employment type:</b>	Full-time
<b>Salary:</b>	\$90,321 – \$96,829 + 15.4% employer super contribution (pro-rated for part-time)
<b>Section:</b>	Online Services & OMW Business Support, Integration, and IDS Projects
<b>Group:</b>	Data and Technology
<b>Location:</b>	Canberra on Ngunnawal Country
<b>Security Classification:</b>	BASELINE
<b>Contact officer</b>	Nara Khuon +61 2 6210 8414 nara.khuon@ipaaustralia.gov.au

## Group Responsibilities

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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 fit for purpose tools, products, and services to meet our commitments to the Australian Government. In collaboration with our stakeholders, we make decisions on information, data, investments, risks and IT security as they apply to our current and future capability. 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 DTG staff, customers and for our people.

## Section Responsibilities

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The Online Services (OLS) & Order Management Workbench (OMW) Business Support, Integration, and Projects team within DTG is a cross-functional group responsible for driving API-led connectivity between data and applications across IP Australia. The team enables business divisions - including, but not limited to, DTG - to build, reuse, and consume shared digital assets. It also delivers key DTG investment initiatives and provides integration and project support aligned with organisational priorities.

## Our Opportunity

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We are seeking an individual who is interested driving innovation, delivery in a fast-paced agile environment and making a difference through their work, with background in software development and product delivery.

This role will be supporting multi-disciplinary delivery teams, following agile principles to develop IT systems supporting business in line with IP Australia's architectural standards.

Specific duties of an Integration Developer include, but are not limited to:

- Support the team lead and tech lead of the integration team, and delivery managers in the development and delivery of major technical programs in alignment with whole-of-government or agency wide objectives
- Embed best practice development standards and ensure organisational compliance
- Assist with the configuration and deployment of multiple products
- Maintain a focus on developing high quality unit and integration tests covering implemented code
- Stay up-to-date with the latest software development trends, evaluating and recommending new tools and technologies
- Plan, document, and manage deliverables (tasks and stories) assigned to you
- Work with the delivery manager to support our agile delivery approach
- Undertake additional duties as required.

## Job specific capabilities

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The successful candidate will have:

- Effective Communication skills, both verbal and written, with the ability to effectively collaborate with cross-functional teams and stakeholders at various levels of the organisation
- Highly developed organisational skills, including the ability to prioritise tasks, manage competing priorities, and consistently meet deadlines
- The ability to respond proactively to feedback and willing to develop and apply new skills.
- Familiarity with designing, building, maintaining and testing web applications across the full development stack, using technologies and practices including MuleSoft and Vue.js
- Understanding of the web technology stack (Java Script, AJAX, HTTP, cookies, headers, asset caching)
- Experience in developing high quality unit and integration tests covering implemented code
- Hands-on experience with CI/CD pipelines (Git, Jenkins or similar)
- Understanding of integration practices and architecture patterns

Additionally, it would be desirable to have a combination of:

- A tertiary qualification such as computer science, software engineering, or related field
- Experience in product delivery in a fast-paced agile environment
- Experience developing, deploying and maintaining applications in an AWS environment
- Experience of SQL, RESTful APIs and OAuth or other distributed security mechanisms
- Knowledge of DevOps.

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 and how these examples showcase the required job specific capabilities.
- 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.



**Live  
Work  
Achieve**

**IP AUSTRALIA - TOGETHER WE CAN.**

- **FLEXIBILITY**  
Maintain a balanced lifestyle.
- **PRIDE IN THE WORK WE DO**  
Contribute to high quality outcomes every day.
- **A SENSE OF BELONGING**  
Enjoy a sense of belonging and purpose, rich with diversity.
- **PROFESSIONALISM**  
Use your expertise in a rewarding and fulfilling environment.
- **INTERNATIONAL REPUTATION**  
Work with world leaders in intellectual property.
- **THE AUSTRALIAN PUBLIC SERVICE**  
Experience all the advantages of the APS, with the size and agility of enterprise.

## 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](#)

## IP Australia Capabilities: APS Level 5



This is an overview of the capability profile for the APS5 classification. You are strongly encouraged to review the full capability profile, available on our [website](#).

Capability group	Innovative Mindset				Integrated Leadership System (ILS)				
Capability name	Commits to Lifelong Learning	Data Literacy	Digital Literacy	AI Literacy	Supports Strategic Direction	Achieves Results	Supports Productive Working Relationships	Displays Personal Drive and Integrity	Communicates with Influence
<b>Capability descriptor</b>	<ul style="list-style-type: none"> <li>Curiosity and openness.</li> <li>Collaboration, experimentation and creativity.</li> </ul>	<ul style="list-style-type: none"> <li>Data awareness.</li> <li>Data-informed decision making.</li> <li>Data communication.</li> </ul>	<ul style="list-style-type: none"> <li>Digital navigation, communication and collaboration.</li> <li>Digital protection and safety.</li> <li>Technical proficiency and problem solving.</li> </ul>	<ul style="list-style-type: none"> <li>Use AI appropriately and effectively.</li> <li>Make and own informed decisions.</li> <li>Protect information and privacy.</li> </ul>	<ul style="list-style-type: none"> <li>Support shared purpose and direction.</li> <li>Think strategically and harness information and opportunities.</li> <li>Show judgement, intelligence and commonsense.</li> </ul>	<ul style="list-style-type: none"> <li>Identify and use resources wisely.</li> <li>Apply and build professional expertise.</li> <li>Respond positively to change.</li> <li>Take responsibility for managing work projects to achieve results.</li> </ul>	<ul style="list-style-type: none"> <li>Nurture internal and external relationships.</li> <li>Listen to, understand and recognise the needs of others.</li> <li>Value individual differences and diversity.</li> <li>Share learning and supports others.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate public service professionalism and probity.</li> <li>Engage with risk and show personal courage.</li> <li>Commit to action.</li> <li>Promote and adopt a positive and balanced approach to work.</li> <li>Demonstrate self-awareness and a commitment to personal development.</li> </ul>	<ul style="list-style-type: none"> <li>Communicate clearly.</li> <li>Listen, understand and adapt to audience.</li> <li>Negotiate confidently.</li> </ul>
<b>Capabilities in action</b>	<ul style="list-style-type: none"> <li>Continuously learn and apply new knowledge.</li> <li>Adapt to change and innovate.</li> <li>Show curiosity and share insights.</li> <li>Experiment with creative approaches.</li> <li>Encourage collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>Understand data sources, quality, and tools.</li> <li>Use data to identify problems and support decision-making.</li> <li>Communicate insights clearly through simple data storytelling.</li> </ul>	<ul style="list-style-type: none"> <li>Use digital technologies effectively by keeping up with new digital trends.</li> <li>Collaborate respectfully and professionally online.</li> <li>Protect privacy and data, staying alert to cyber threats.</li> <li>Solve problems creatively using digital tools.</li> </ul>	<ul style="list-style-type: none"> <li>Know when and how to use AI appropriately.</li> <li>Critically evaluate AI outputs and check for bias or error.</li> <li>Use AI ethically, protecting data privacy.</li> </ul>	<ul style="list-style-type: none"> <li>Understand and support the agency's vision, mission, and goals.</li> <li>Think ahead and use good judgment.</li> <li>Focus on results that contribute to broader objectives – even if you're not setting the strategy.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver tasks and projects by focusing on outcomes.</li> <li>Take ownership, stay proactive and resilient.</li> <li>Use resources wisely to achieve quality results.</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate and involve others to achieve results.</li> <li>Recognise contributions and value different perspectives.</li> <li>Share information openly.</li> <li>Foster learning opportunities.</li> <li>Delegate effectively.</li> </ul>	<ul style="list-style-type: none"> <li>Show motivation, resilience, and integrity by pursuing goals proactively.</li> <li>Stay focused under pressure.</li> <li>Act with honesty and professionalism.</li> <li>Learn from mistakes.</li> <li>Manage emotions effectively.</li> </ul>	<ul style="list-style-type: none"> <li>Foster understanding and guide others by communicating clearly.</li> <li>Listen actively to understand different perspectives.</li> <li>Adapt your message to ensure ideas are heard, valued, and drive action.</li> </ul>