Position Description

Software Developer

Job Summary

All the Ducks Pty Ltd is looking to employ a software developer to join us on developing innovative products and projects for the higher education sector.

In addition to our flagship product (Grade Matter) we work on bespoke projects that enhance digital transformation across universities.

This is a rather unusual position in that we are preferencing aptitude and attitude over a set of prescribed technical skills.

While you will need to be able to demonstrate strong skills in software development we are more interested in your capacity to rapidly learn and implement unfamiliar or new and emerging technologies.

We are also keen that you are a good cultural fit for our team – and this will require excellent people skills alongside your technical smarts.

The position is offered with a six month probation period.

Responsibilities and expectations
- Under broad direction, you will be allocated specific pieces of coding work with clear expectations around the functionality you'll be implementing along with clear timelines.
- You will be expected to participate in short daily team meetings to monitor progress and keep up to date with company news.
- From time to time you may be involved in meetings with clients or other team members to plan the most effective ways to achieve an outcome for a client. This requires the ability to listen carefully and to propose solutions that address stated requirements and at times, exceed client expectations.
- Subject to your development in the role, you may find yourself handed responsibility for complete projects.
- You need to be prepared to contribute ideas to help shape product development and where appropriate, respectfully question others' work and decisions.
- We expect you to speak up when you don't know something.
- We expect you to embrace the exciting possibility of helping shape the company and being on board for future success.

About the work environment
- We hope you have a comfortable and functional workspace at home because that's where you'll be working from.
- There is a highly collaborative and respectful work environment within All the Ducks where everyone's opinions and insights are valued and respected.
- While this role is being presented as a full time position, we are open to alternative fractional arrangements such as working during school hours.

About the company

All the Ducks has been providing solutions to the higher education sector for over eight years. The founders are experienced and well known in the industry. Based in Queensland, All the Ducks' flexible home-based work model enables our growing workforce to be based anywhere in Australia. Typically new clients seek us out based on recommendations from previous clients of ours and having seen examples of our work.

Benefits of working with us
- A rare opportunity to help shape the direction and growth of a small company that is increasingly being sought out for its creative and high quality solutions.
- Work with awesome people where the culture is genuinely respectful, inclusive and strives to be diverse.
- Close contact with the two company principals who are highly skilled software developers very happy to share their experience.
- We are open to your ideas too!

OK, so you still want to know about technologies

Just so you can rest easy, some of the technologies we've used include:

- Java
- HTML5
- Rich Javascript clients (React, Typescript, Google Closure Library, etc)
- Linux Containers
- AWS

As mentioned above, the particular tech stack used for specific projects may vary based on the most appropriate tool for the job but recently we've moved into using the AWS environment more extensively. The bottom line is that we expect you to be open to learning new technologies and capable of reasonably rapid uptake while contributing your own expertise and opinions on the appropriate course.

Enquiries to:

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