Developer - Low-Code

Position Details

Reports to: Practice Lead ICT Development

Location: RNZPC

District/Service Centre: Strategy & Performance

Shift Work/Non-Shift Work: Non shift work

Group: ICT

Remuneration Range: Band G

Level Purpose: Individual Contributor

Employee Type: Employee

Direct Reports: Nil

Delegated Financial Authority: Nil

Working at Police (who we are)

New Zealand Police delivers services that ensure communities are safe and feel secure, with less crime, road trauma and fewer victims. Police operates 24 hours a day in a complex environment actively preventing crime and crashes. With around 15,000 staff, we work from community-based police stations and large policing hubs, operate on land, sea and in the air, and respond to over 860,000 emergency calls every year.

Values:

Our Values provide a guide to the way New Zealand Police work, operate, and make decisions, and reflect what is important to us and the communities we serve.

Professionalism	Taking pride in representing New Zealand Police and making a difference in the communities we serve
Respect	Treating everyone with dignity, upholding their individual rights and honouring their freedoms
Integrity	Being honest and upholding excellent ethical standards
Commitment to Māori and The Treaty	Acting in good faith of, and respecting the principles of Te Tiriti O Waitangi – partnership, protection, and participation
Empathy	Seeking understanding of, and considering the experience and perspective of those New Zealand Police serve
Valuing Diversity	Recognising the value different perspectives and experiences bring to making us better at what we do

Position Overview (where you'll be working)

The Group:

The purpose of the Information and Communications Technology (ICT) group is to work in partnership with the rest of the organisation to provide digital technology and communications solutions that support excellence in policing and service delivery and enable Police's strategic ambitions.

Many of our solutions are available 24/7 and depended on by our operational colleagues to both keep them safe and enable them to be effective. Central teams, district-based staff and key vendors provide round the clock support to ensure these critical services are maintained.

With a primary hub in Wellington, and a presence throughout the country, we deliver new and enhanced solutions directly and through specialist vendor partnerships. We provide expert advice on how technology can be leveraged to support Police's strategies and turn concepts into reality through collaborative development.

ICT consists of the following directorates, working together to deliver the performance expected from a modern policing operation. These are:

Strategy and Enablement who support and enable ICT to operate as a high performing professional function by setting technical strategic direction, conditions for success and ways of working. Functions include, workforce and culture, risk and assurance, portfolio management, investment management, technical strategy and architecture, ICT governance, policy, and practice.

ICT Services provides the primary entry point into ICT and is responsible for the live environment. They act as the broker for incoming customer requests and orchestrating the delivery of services to meet user's needs.

Networks and Infrastructure is responsible for the provision of enterprise-wide core ICT products that underpin the NZ Police networks and infrastructure.

Centres of Expertise are where our pooled expertise resides, and this area is responsible for the training, development, and distribution of our talent across product teams.

Corporate Products are a set of unique services that meet a specific need or requirement for Police in relation to the corporate activities Police undertake as an organisation. This directorate supports, maintains, and develops the products within its group using agile development methodologies.

Operational Products are a set of unique services that meet a specific need or requirement for Police in relation to the operational activities that Police undertake as a law enforcement agency. This directorate supports, maintains, and develops the products within its group using agile development methodologies.

The Role:

The Developer - Low-code is responsible for building and maintaining applications using low-code platforms, you will think like a software engineer but work faster and smarter using low-code platforms.

Working collaboratively with teams across ICT, People Operations, Assurance, Finance, and other Police business units to understand their requirements, translate them into technical solutions and then to develop and deliver these.

The low-code developer has sound technical ability that enables the fulfilment of common configuration and maintenance tasks while also resolving incidents that arise within the platforms.

Responsibilities (what you'll be doing)

The Developer - Low-code will:

1. **Service Delivery**
   - Promotes a professional customer-focused service delivery culture that is service-based and aligned with current IT industry best practices.
   - Understand the visual model-driven environment of low-code platforms.
   - Leverage features, logic, connectors, templates, modules, and configurations for efficient application development.
   - Undertake investigation, resolution, and root cause analysis of issues within relevant platforms.
   - Work directly with internal business customers to understand problems and design solutions using low-code platforms.
   - Stay up to date with new and upcoming features on relevant platforms, with the intent of introducing them to the Police platforms when appropriate.
2. **Strategy Development**
   - Provides advice to the relevant Product Managers and Technical Product Owners on the ongoing strategic direction to improve the platforms and the team capabilities and capacity.
3. **Teamwork**
   - Communicate and collaborate with the product team to build functional applications.
   - Supports working processes and encourages others to follow these processes, providing constructive feedback where relevant.
4. **All employees of New Zealand Police are expected to**:
   - Adhere to New Zealand Police standards of integrity and conduct.
   - Comply with legislative and statutory requirements within area of expertise, including employment and privacy legislation.
   - Model the New Zealand Police Values – Professionalism, Respect, Integrity, Commitment to Māori and The Treaty, Empathy and Valuing Diversity.
   - Respect diversity and demonstrate inclusiveness.
   - Understand the hazards in their work area and eliminate or minimise the associated risk.
   - Report all accidents, incidents and near misses in MyPolice in a timely fashion.
   - Actively participate in Wellness and Safety initiatives and training.
   - Perform other duties and participate in projects as required.

Key Relationships (who you'll be working with)

The Developer - Low-code can expect to build and maintain effective relationships with:

Internal	*Technical Product Owner, Product Manager, ICT Development Practice Manager, ICT Development Practice Leads, ICT Development team, Business Analysts, Test Analysts, Project Coordinators, Project Managers, Application Support Engineers, Infrastructure Support Engineers, Operations Managers, Service Delivery Managers and Business Representatives*
External	*Strategic Partners, Wider platform User Community, Platform External Support Partners*

Position Specific Competencies (how you'll deliver results)

To be successful in this role the Developer - Low-code will:

- Have experience working within an agile development framework.
- Good grasp of UI/UX principles for user-friendly interfaces
- Have some programming experience and understand basic programming principles, including object orientated programming.
- Preferred experience with cloud technologies
- Have a good understanding of basic database concepts.
- Be an effective communicator and good team player.
- Be able to problem solve, with a focus on optimizing functionality.
- Be able to perform the following system admin tasks:
  - Monitor system performance and troubleshoot issues.
  - Manage user accounts, permissions, and access controls to ensure security and compliance.
  - Responsible for ongoing system development, upgrades, and enhancements.

Additional information: (what you need to know)

Required Qualifications:

- A relevant tertiary qualification (Bachelor's level or equivalent) is desirable, but not essential.
- Platform specific certification is required but is not a pre-requisite as training will be provided and certification exam can be completed once in the role.

Pre-Employment Checks

- Not a children's worker, standard vetting required.
- Drug and alcohol testing, as required, according to guidelines.

Work Environment

- Location: Royal NZ Police College (RNZPC)
- Flexibility options: flexible work options available