**ATTACHMENT 1**

**STATEMENT OF WORK**

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| **Nominated Candidate** | |  |
| **Role** | | Software Systems Engineer |
| **Contract Commencement Date** | | ASAP |
| **Contract Expiry Date** | | 12 or 24 months from commencement date |
| **Purpose of Services:** | | Professional Services (Clause 7.11) |
| **Role Description** | | The Software Systems Engineer will join a newly established and dynamic team that is charged with responsibility for enterprise capabilities and applications for the ADF.  In this role, you will be working to the Operations Manager and will undertake engineering and technical team lead duties. This will include providing oversight and direction for a newly introduced modern analytical capability, along with relevant software engineering artefacts. Systems that you will be responsible for will grow to cover a number of additional capabilities as they are delivered into operational use.  Your responsibilities for each system will vary, but will include development of fit-for-purpose capability against requirements, delivering progressive enhancements to newly introduced systems, ensuring sustainment of operational systems, and leading effective engineering processes with the relevant technical teams.  You will be supported in this role by a range of other team members, including software developers, cloud infrastructure developers, security specialists, commercial managers, and project support officers to assist in solving problems and delivering solutions that increase business value. |
| **SFIA Level of Responsibility Required**  *Description Below* | | The Specified Person will be expected to demonstrate attributes of SFIA Level of Responsibility 5 |
| **SFIA Skills Required**  *Description Below* | | SINT 5  CHMG 5  TEST 4  REQM 4  DESN 4 |
| **Other Skills and Knowledge** | | **Statement of Suitability Against Other Skills and Knowledge** |
| 1. Extensive experience and good working knowledge of Software Engineering or System Engineering principles and processes. | |  |
| 1. Proven experience in ICT systems design, delivery, and support. | |  |
| 1. Demonstrated knowledge of Agile, CI/CD, and DevOps frameworks and methodologies, and experience working within teams utilising these. | |  |
| 1. Experience working with major acquisition and sustainment projects is highly desirable. | |  |
| 1. Experience working with cloud technologies is highly desirable. | |  |
| 1. Experience working with IT Security business areas to ensure appropriate approvals and accreditations is desirable. | |  |
| **Major Responsibilities:** | | **Statement of Suitability Against Major Responsibilities** |
| 1. Lead the Sustainment Office in a broad range of Systems Engineering activities related to system design, scheduling, integration, implementation, testing and transition to ensure that engineering solutions are coordinated across the various teams and meets business requirements. | |  |
| 1. Guide the technical effort of subordinate teams across cloud-based applications and infrastructure, including engagement with security specialists and stakeholders in feature development, prioritisation, and ongoing system enhancements. | |  |
| 1. Manage the technical aspects of the systems’ capability life cycle, applying your knowledge and experience along with industry best practice. | |  |
| 1. Oversee the verification and validation activities for software and services. Ensure traceability records between test cases and requirements. | |  |
| 1. Manage integration across relevant mission systems, to ensure effective engineering processes are followed and coordinated for the design and configuration of relevant system interfaces. | |  |
| 1. Engage with relevant project engineering teams and stakeholders to enable mission critical capabilities to be delivered effectively to the National Security Community. | |  |
| 1. Develop and maintain relevant Engineering documentation, including design documentation, system specifications, technical notes, standard operating procedures, etc. | |  |
| 1. Contribute to and review other teams’ developed designs, plans and other artefacts to ensure integration with requirements and verification processes. | |  |
| 1. Assist in the continuous improvement process by developing and enhancing relevant processes and procedures. | |  |
| 1. Manage Service Delivery functions in accordance with the ITIL framework. | |  |
| **Other Features of the Role (e.g. location, travelling, shift hours,)** | | **Service Provider Response** |
| 1. The role is based in Canberra. Limited ad-hoc travel within Australia may be required. | |  |
| Prepared by: Elliott McCombe  Date: 23 August 2021  Authorised by: Colin Walton | | |
| **SFIA Core Competencies** | | |
| **SFIA Level Of Responsibility (LOR) 5** | | |
| **Autonomy** | Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or project/supervisory objectives. Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities. | |
| **Influence** | Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism. Builds appropriate and effective business relationships. Makes decisions which impact the success of assigned work, i.e. results, deadlines and budget. Has significant influence over the allocation and management of resources appropriate to given assignments. Leads on user/customer collaboration throughout all stages of work. Ensures users’ needs are met consistently through each work stage. | |
| **Complexity** | Performs an extensive range and variety of complex technical and/or professional work activities. Undertakes work which requires the application of fundamental principles in a wide and often unpredictable range of contexts. Understands the relationship between own specialism and wider customer/organisational requirements. | |
| **Business skills** | Demonstrates leadership. Communicates effectively, both formally and informally.  Facilitates collaboration between stakeholders who have diverse objectives.  Analyses, designs, plans, executes and evaluates work to time, cost and quality targets. Analyses requirements and advises on scope and options for continuous operational improvement. Takes all requirements into account when making proposals. Demonstrates creativity, innovation and ethical thinking in applying solutions for the benefit of the customer/stakeholder  Advises on the available standards, methods, tools and applications relevant to own specialism and can make appropriate choices from alternatives.  Maintains an awareness of developments in the industry. Takes initiative to keep skills up to date. Mentors colleagues.  Assesses and evaluates risk.  Proactively ensures security is appropriately addressed within their area by self and others. Engages or works with security specialists as necessary. Contributes to the security culture of the organisation. | |
| **SFIA Professional Skill Level Description** | | |
| **SINT 5** | Identifies, evaluates and manages the adoption of appropriate tools, techniques and processes (including automation and continuous integration) to create a robust integration framework. Leads integration work in line with the agreed system and service design. Monitors and reports on the results of each integration and build. Designs and builds integration components and interfaces. Contributes to the overall design of the service and the definition of criteria for product and component selection. Contributes to development of systems integration policies, standards and tools. | |
| **CHMG 5** | Develops implementation plans for complex requests for change. Evaluates risks to the integrity of service environment inherent in proposed implementations (including availability, performance, security and compliance of the business services impacted). Seeks authority for those activities, reviews the effectiveness of change implementation, suggests improvement to organisational procedures governing change management. Leads the assessment, analysis, development, documentation and implementation of changes based on requests for change. | |
| **TEST 4** | Accepts responsibility for creation of test cases using own in-depth technical analysis of both functional and non-functional specifications (such as reliability, efficiency, usability, maintainability and portability). Creates traceability records, from test cases back to requirements. Produces test scripts, materials and regression test packs to test new and amended software or services. Specifies requirements for environment, data, resources and tools. Interprets, executes and documents complex test scripts using agreed methods and standards. Records and analyses actions and results, and maintains a defect register. Reviews test results and modifies tests if necessary. Provides reports on progress, anomalies, risks and issues associated with the overall project. Reports on system quality and collects metrics on test cases. Provides specialist advice to support others. | |
| **REQM 4** | Contributes to selection of the requirements approach for projects, selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches. Defines and manages scoping, requirements definition and prioritisation activities for initiatives of medium size and complexity. Facilitates input from stakeholders, provides constructive challenge and enables effective prioritisation of requirements. Reviews requirements for errors and omissions. Establishes the requirements base-lines, obtains formal agreement to requirements, and ensures traceability to source. Investigates, manages, and applies authorised requests for changes to base-lined requirements, in line with change management policy. | |
| **DESN 4** | Designs components using appropriate modelling techniques following agreed architectures, design standards, patterns and methodology. Identifies and evaluates alternative design options and trade-offs. Creates multiple design views to address the concerns of the different stakeholders of the architecture and to handle both functional and non-functional requirements. Models, simulates or prototypes the behaviour of proposed systems components to enable approval by stakeholders. Produces detailed design specification to form the basis for construction of systems. Reviews, verifies and improves own designs against specifications. | |