

FULL STACK DEVELOPER

REPORTS TO	LOCATION	DIRECT REPORTS	GROUP
Digital Delivery Manager,	Auckland/Wellington - Hybrid	Nil	Digital and Data

“Our purpose is to grow companies internationally – bigger, better, faster – for the good of New Zealand”

“Tā mātau whai kia whakakaha kamupene – kia nui ake, kia pai ake, kia tere ake – mō Aotearoa ngā whiwhinga”

WHY IS THIS ROLE IMPORTANT? | TE MANA Ō TE MAHI?

To contribute to the delivery of our product roadmaps focused on our most important digital tools for our customers (both internal and external) such as myNZTE and our public-facing website(s). NZTE’s digital experiences support our business strategy and help grow New Zealand companies internationally.

As a Full Stack Developer, you build secure, high-quality solutions and use modern AI-assisted workflows to contribute hands-on across front-end and back-end delivery while continuing to build technical depth, judgement and delivery confidence.

WHAT’S THE ROLE ABOUT | TE NGAKO Ō TE MAHI?

The most important work of this role is to...

Technical Specialist

- Contribute to technical discussions and the web guild, bringing practical input into solution design and delivery.
- Write and maintain high-quality code across our products.
- Work hands-on across front-end and back-end to build accessible solutions and contribute to maintaining the design system.
- Communicate solution design in clear, simple language so both technical and non-technical team members understand the purpose, impact, and dependencies.
- Use AI development tools such as GitHub Copilot, to accelerate delivery, while critically applying good judgement with reviewing and validating all AI-generated code for correctness, quality, security, and that it fits with our standards.

Delivery

- Estimate work accurately, including testing effort, and communicate early if requirements, size, timing or risks change.
- Deliver backlog items committed to in the sprint, including new feature development, enhancements and BAU work, to a high standard that meets the definition of done.
- Share responsibility for the operational health of products, not just new features. Help test, maintain, and improve existing solutions, and keep technical debt visible.
- Contribute to production support and incident response, helping triage, resolve, and learn from live issues. Follow through with root-cause fixes and post-incident improvements so the same problems don't recur.

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- Make revisions based on peer feedback, provide feedback to others, and take ownership of assigned tasks through to completion.
- Incorporate AI-assisted workflows into day-to-day development (code generation, refactoring, test writing, documentation) in line with team guidelines and our data and IP obligations.
- Create and maintain documentation that explains solutions in both technical and non-technical language and supports smooth delivery and release.
- Contribute to design system and pattern library improvements, maintenance and governance through day-to-day delivery work.
- Collaborate with the cross-functional squad, product manager and/or product owner, and stakeholders to understand the work involved, contribute to solution design and support delivery of work through to completion.
- Demonstrate functionality with clear storytelling of the problems solved and intended outcomes, for example at end-of-sprint demos.

Security

- Build secure-by-design solutions across front-end and back-end, applying secure coding practices and an awareness of common vulnerabilities (e.g. the OWASP Top 10).
- Handle authentication, authorisation, secrets, and customer data securely, in line with NZTE's security and privacy obligations.
- Treat security as part of the definition of done. Raise and help fix security risks, vulnerable dependencies, and misconfigurations when they are found.
- Review AI-generated code carefully and do not expose sensitive or proprietary data to external tools.

Customer Engagement

- Work with your squad, fellow developers, the wider Digital & Data team, and internal stakeholders to optimise and improve digital products and processes, growing NZTE and delivering on targets.
- Help resolve support escalations when required.
- Embrace curiosity and actively participate in ceremonies, so the why and the customer and business problem to solve are well understood.

Future Focus

- Maintain a proactive commitment to continuous learning across code, product, business context and delivery process.
- Be mentored by more experienced team members and support less experienced team members where appropriate as part of day-to-day team development.
- Contribute to thinking about future development and product delivery needs so that we continue to build scalable products.

Relationship Management

- Support the team with a collaborative approach to working, show initiative, participate in ceremonies, and ask clarifying and curious questions.
- Seek and provide feedback openly and constructively.
- Share knowledge and new learnings with team members.
- Build relationships across NZTE to strengthen understanding of our operating models and internal and external customers.

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Success in this role means:

- Development processes are executed, improved, and consistently of high quality, shipping iterative value, experiments, and high-use solutions to customers.
- Sprint commitments are delivered with clear communication, practical problem solving, and sound collaboration across the squad.
- The role is seen as a strong, reliable hands-on contributor in the squad who continues to grow capability over time.

WHAT CAPABILITIES ARE NEEDED TO SUCCEED | Ō PŪKENGA?

- Have a continuous **improvement mindset** with the ability to distil ideas into pragmatic technical solutions.
- **Strong collaboration** skills to work cross-functionally and contribute to an environment of teamwork, trust, and collaboration; ensuring work is completed in an efficient and effective manner and meets the sprint goal/s. Proactively works with fellow squad members to continuously improve processes and work, leading to high-quality iterative deliverables for our customers and business.
- **Delivery focussed** – including the ability to plan, execute and manage sprint work, BAU and technical maintenance effectively.
- Have a strong willingness and show the capability to **learn and develop** within the role, through mentorship, growth opportunities and constructive feedback.
- **Genuinely committed** to providing a quality service to all customers, with a keen sense of purpose and direction.
- **Security-minded** - build with security and privacy front of mind, understands the sensitivity of the data we hold, and takes ownership of keeping our products and customers safe.
- **Strong communicator** – ability to present information and recommendations to peers (both technical and non-technical) and teams and ask for help when needed. Regular and proactive communication with other developers and team members, to keep the squad and work connected, achieve sprint goal/s, and support a smooth release process.
- **Practical full stack capability** across front-end and back-end development in an agile environment.

Technical depth in the following areas:

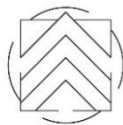
- Node.js; Graph (or NoSQL) database experience, front-end experience (React)
- Typescript / JavaScript / ECMAScript6
- Cloud Management - Azure
- Secure development practices: input validation, secure authentication and authorisation, dependency and vulnerability management, and safe handling of secrets in cloud environments (Azure).
- Hands-on experience using AI coding assistants (e.g. GitHub Copilot) as part of a professional development workflow, with an understanding of their limitations and the risks of unreviewed AI-generated code.
- Experience working closely with designers, analysts, testers, delivery leads and product owners in agile squads.
- Experience with Confluence, Azure DevOps Boards / Code / Test, and other common digital tools and add-ons.

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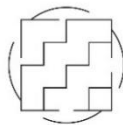
Our characters | Ō mātou uara

- **Ambition drives us** – Our ambition for our customers is high, and we always rise to the occasion. We help meet their business expectations by expecting greatness of ourselves.
- **Adventure teaches us** – Experimentation is more powerful than perfection, as only through learning from our missteps can we truly succeed. That's why 'giving it a go' is the best way to learn.
- **Honesty frees us** – We explore challenges with an open mind. Only when we ask questions and truly listen can we discover the right way forward.
- **Trust binds us** – Our people may be worlds apart, but it's trust that holds us together. Growing a nation is only possible when we keep promises and honour commitments.
- **Manaaki is us** – We celebrate the mana (strength and dignity) of each other as being equal to or greater than our own. We strive to enhance mana in everything we do through our hospitality, generosity and mutual respect.

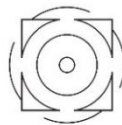
It's when these five characters work together that we truly become One Global Team – that's the real superpower of our organisation and how we achieve so much for our customers.



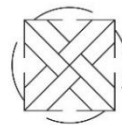
AMBITION
Drives us



ADVENTURE
Teaches us



HONESTY
Frees us



TRUST
Binds us



MANAAKI
Is us

How we lead at NZTE | Ā mātou kawenga ki Te Taurapa Tūhono

Leadership at NZTE takes a broad definition. We see leaders as those who lead others. That can include formal people leaders, leaders through influence or those who are leading our customers. At NZTE we define leadership as *"enhancing mauri to deliver impact"*.

