

# Custom Development Lead

## WHO WE ARE - KO WAI MĀTOU

At Farmlands - Te Whenua Tāroa, our vision is to be the 'go-to' for everyone connected to our land. We're always backing Kiwi's – rain or shine, year in, year out. We work as one – we help each other, we win together. We're rural people supporting our rural communities looking after our land and our people.

## OUR VALUES – NGĀ UARATANGA

### Be you - mōu ake

It takes all sorts to make an awesome team. Diversity, different perspectives and a fresh approach to problems make everyone in the team stronger. It's not who you are or what you look like, it's all about what you bring to the table that matters.

### Minds open - hinengaro tākoha

We came from a generation of greatness. It gives us the solid foundation to move on, focus on the future and use our creativity and ingenuity to build Farmlands for the next generation.

### See it through - whakamaua kia tina

We're a team. United through our love of the land and the communities we serve. We back ourselves, each other, and get behind the decisions we make together.

## POSITION PURPOSE – TE PŪTAKE O TE TŪRANGA

Reports to - Kaiwhakahāere:	Development & Release Manager
Your Team – To tīma:	Innovation & Digital
Direct reports - Kaimahi:	Two

The Custom Development Lead is responsible for providing technical leadership and direction in custom software development projects, ensuring high quality solutions that meet the requirements and adhere to industry best practices and design. This includes leading two other developers, coordinating with 3<sup>rd</sup> party contract developers as well as also being hands-on in development of solutions for our internal and external customers.

## KEY ACCOUNTABILITY AREAS – Ngā wāhanga mahi

### Safety and wellbeing - Haumarutanga

Actively contribute to a safety-first culture by:

- Keeping yourself and others safe, and participating in safety and wellbeing activities
- Speaking up if you see something that is not and could injure yourself or others in the workplaces
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

### General - Whānuitanga

#### Technical Direction:

- Establish, and maintain development practices. This includes keeping current with changes in the technologies and best practice for the development and governance of technical solutions.
- Communicate and promote those practices. Including; DevOps CI/CD, unit testing, communication and environment management. This includes onboarding new developers, as well as monitoring the team to ensure the practices are followed.
- Establish re-usable design patterns by working with other technical leads and architects. These should be scalable, maintainable, and efficient software solution designs
- Conduct regular design reviews to ensure alignment with business goals and technical standards
- Implement performance monitoring and profiling tools

#### Code Quality & Standards:

- Develop and maintain a comprehensive set of coding standards and guidelines, working with other technical leads to ensure consistency within Farmlands.
- Implement and oversee code review processes to ensure adherence to established standards
- Set up and manage static code analysis tools and continuous integration/continuous deployment (CI/CD) pipelines
- Monitor and improve code quality metrics across projects
- Identify and resolve technical debt in existing codebases
- Ensure that all custom development adheres to relevant security standards and compliance requirements
- Implement secure coding practices and conduct regular security audits
- Stay informed about the latest security threats and mitigation strategies
- Oversee the creation and maintenance of comprehensive technical documentation
- Establish standards for code comments and inline documentation

#### Technical Innovation:

- Stay updated on emerging technologies, frameworks, and industry best practices
- Evaluate and recommend new technologies and tools to improve development efficiency and product quality
- Lead proof of concept initiatives for innovative solutions to complex problems
- Drive the adoption of new technologies and methodologies
- Support the design, development, and enhancement of software solutions.

- Assist with L3 Support on production issues where required.
- Keep current, upskill and obtain relevant qualifications in the development languages and technologies.
- Create detailed design documents for application support and as a reference for the solution.
- Demonstrate solutions to business users with walkthrough meetings.
- Present designs to internal reviews including Architecture Review Board.
- Educate the wider delivery team on the development processes that could impact them e.g. how unit testing as a task needs to be built into development estimates.

**Professional  
Development -  
Whakawhanaketanga**

Continue to develop personally and professionally by:

- Maintaining regular contact with manager to discuss progress and performance, seek feedback and address development areas
- Engaging with Farmlands performance development process, recording progress and goals
- Being a positive supporter and leader of change initiatives
- Ensuring all training requirements are completed as required

## WHAT YOU'LL BRING - Āu āpititanga ki te tūranga

### Experience - Āu tautōhitotanga

- 5+ years of software development experience on custom solutions in the Microsoft technology stack.
- 2+ years of experience in a technical leadership role.
- Deep expertise in relevant programming languages, frameworks, and architectural patterns
- Strong understanding of software design principles, algorithms, and data structures
- Experience with cloud technologies and microservices architecture
- Experience in front-end UI/UX design

### Qualifications – Āu tohu mātauranga

- Tertiary qualification in technology or equivalent industry experience

### Skills – Āu pūkenga

- .NET C#
- React js
- Microsoft Azure cloud-based applications creation
- Monitoring, troubleshooting, and optimising Azure solutions
- Contribution to API-focused web applications
- Experience of ASP.NET and ASP.NET Core MVC

### Personal Attributes – Ōu āhuatanga

- Leadership of others, with a focus on building a team culture
- High level of attention to detail
- Ability to work independently and show initiative
- Excellent interpersonal and communication skills.
- Demonstrates openness, enthusiasm, and engagement
- Commitment to high standards of excellence and high personal integrity
- High level of independence and initiative while working effectively as part of a team
- Ability to influence others and move toward a common vision or goal.
- Flexible and adaptable; able to work in ambiguous situations.
- Creativity, innovation, and the ability to think 'out-of-the-box' in problem solving
- Integrity, discretion, and resilience
- Commitment to business goals and culture
- Ability to translate highly technical information into practical, everyday terminology
- Analytical and creative-capable of flexing solutions to changing demands: anticipating the regional, divisional impact



# **EVERYDAY LEADERSHIP BEHAVIOURS**

**WE'RE OUT  
HERE TOO.**

  
**Farmlands**

# THE FOUR BEHAVIOURS OF EVERYDAY LEADERSHIP

We've identified 4 leadership behaviours that we know make the best Farmlands leaders. Different roles across the co-operative require us to approach each aspect in slightly different way, and you'll see on the next pages the different leadership levels and how they all fit together.

## Create

### Create Clarity

**Understand the bigger picture** – you understand our vision, strategy and plans. You know what's expected of you and how you should deliver this. And, if you don't know, you take steps to find out.

**Have a plan** – you establish a vision and course of action that's aligned to our strategy. You help others connect the dots between our vision and strategy and where they fit in achieving this. You can describe what success looks like and provide a sense of direction for others, even during times of ambiguity.

**Clarify the 'why'** – you make clear how activities and decisions benefit the customer and the co-operative. You provide further context where further buy-in or prioritisation is needed to help overcome resistance.

## Connect

### Build Connections

**Forge connections** – you have strong relationships with the people around you, your customers and communities. You look outside of your immediate team to create connections with the people and teams across the business who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities.

**Create purpose and belonging** – you create meaning for your team by uniting them around a common goal. You're authentic and prepared to be vulnerable. You promote diversity and allow others to express themselves and for all voices to be heard equally.

**Take people with you** – you inspire people through your energy, commitment to our business and enthusiasm for the future. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

## Deliver

### Deliver Results

**Create structure** – you plan ahead and create the structures and work routines to get things done. You make use of the systems and technology available to you. You're agile and look to work in new ways.

**Think and act like an owner** – you take responsibility for your performance and delivering to a high standard. You tenaciously pursue the right outcomes and don't confuse activity with results. If you lead people, you set clear expectations for every team member.

**Insights driven** – you understand the commercial aspects of your role and make decisions based on data and insights. You draw from new sources of information to generate ideas, seeking to innovate, disrupt and change. You are focused on building a stronger organisation tomorrow than today.

## Grow

### Grow Self, Grow Others

**Have a growth mindset** – your resilience helps you embrace change, persist through challenges and learn from feedback. You are curious and have flexibility of thought and perspective. You know your strengths and opportunities, actively engage in self-development and take time to reflect and apply learnings.

**Develop capability** – you coach others to build capability and achieve their potential. You know your team, their aspirations and support them to learn, grow and take ownership of their development.

**Get out of the way** – you empower others by delegating and creating space for them to do their best work, trusting them to deliver and providing support where required. You make it safe for others to try new things and learn from mistakes.

# HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR (LEAD OTHERS)

## Create

### Create Clarity

*Your role is to operationalise the strategy which means you and your team need to understand it and how to achieve it*

#### Understand the bigger picture

- Understand our vision, strategy and plans.
- Know what's expected of you and how you should deliver this.

#### Have a plan

- Establish a vision and course of action that's aligned to our strategy.
- Help others understand their contribution to our vision and strategy.

#### Clarify the 'why'

- Make it clear how activities and decisions benefit the customer and the co-operative.
- Provide further context where required to overcome resistance.

## Connect

### Build Connections

*This is about the relationships you create with your team and the teams you work closely with.*

#### Forge connections

- Create strong relationships with your team and others who have an influence on your work.

#### Create purpose and belonging

- Create meaning for your team by uniting them around a common goal.
- Authentic and promote diversity.

#### Take people with you

- Inspire others through your energy, commitment and enthusiasm.
- Lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

## Deliver

### Deliver Results

*This is about achieving results through others.*

#### Create structure

- Plan and create structure to get things done.
- Agile and look to work and lead your team in new ways.

#### Think and act like an owner

- Take responsibility for your performance and delivering to a high standard
- Set clear expectations for every team member and hold them to account.

#### Insights driven

- make decisions with a commercial lens and seek new information to generate ideas.
- innovate, disrupt and challenge the norm.
- focus on building a stronger Farmlands.

## Grow

### Grow Self, Grow Others

*Growth is how we make ourselves, our teams and our co-operative better.*

#### Have a growth mindset

- Embrace the new and lead with agility.
- Actively engage in self-development and apply learnings.

#### Develop capability

- Coach others to build capability and achieve their potential.
- Know your team and support and empower them to learn, grow and develop.

#### Get out of the way

- Empower others by delegating and creating space for them to do their best work.
- Make it safe for others to try new things and learn from mistakes.