

Software Developer

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 tīna

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 PUTAKE O TE TURANGA

Reports to - Kaiwhakahāere: Custom Development Lead

Your Team - To tīma: Innovation & Digital

Direct reports - Kaimahi: None

The Software Developer is a growth role within our Innovation & Development team. You'll write production code from your first month, contribute to real features across Farmlands Pro and our customer-facing applications, and build your skills in a team that takes engineering quality seriously. You will be supported through structured mentorship, regular code review, and a clear progression pathway.

KEY ACCOUNTABILITY AREAS – Nga wahanga 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 safe 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

- Write code that does not create security vulnerabilities, this is part of our development standard, not a checklist.
- Take care of your own wellbeing and support, speak up if something looks wrong, in code, process, or team dynamic.

Delivery – Kawe mahi

Writing and shipping code:

- Work on well-defined, scoped tasks from the sprint board and deliver them with support
- Write production code in C#.NET (back-end) and React (web, iOS, and Android) under guidance
- Write unit tests alongside your code, not as an afterthought
- Use AI coding tools (GitHub Copilot, Claude, and others) as part of your daily workflow
- Ask questions when you are blocked rather than staying stuck

Collaboration and learning:

- Participate in pull request reviews as author and reviewer, applying feedback constructively
- Contribute to standups, sprint planning, and retrospectives as a full team member
- Document what you build so others can work with it
- Stay current on emerging practices in the team's stack and toolchain

What we're looking for –

Nga pukenga

Technical foundation:

- Degree or equivalent in Computer Science, Software Engineering, or a related field
- Familiarity with at least one object-oriented language - C#, Java, Python, or similar
- Understanding of version control basics - branching, commits, pull requests
- Some exposure to web or mobile development, even from personal projects
- Interest in AI and how it is changing software development

Ways of working:

- You ask questions rather than making assumptions when something is unclear
- You receive feedback on your code and apply it without taking it personally
- You are comfortable saying "I don't know" and then going to find out
- You take ownership of your tasks and follow through
- You are genuinely curious about how things work under the surface

Bonus (not required):

- Exposure to C#.NET or React
- Any personal or university projects you have shipped

WHAT WE OFFER – Ō TONA TAHA

Learning and development

- LinkedIn Learning access
- Learning budget for courses, certifications, and conferences
- Structured mentoring from experienced developers
- Access to AI tools - GitHub Copilot, Claude, and ChatGPT as standard tooling

Engineering environment

- GitHub-based workflows with PR reviews, CI/CD, and GitHub Advanced Security
- AI-assisted development at the edge - we are actively building agent-based workflows and want our team ahead of this shift
- A team building its practices deliberately, where your input into how we work matters

Purpose and impact

- Applications used by farmers, growers, and rural communities across New Zealand
- Farmlands is a co-operative - the people using your software are members with a genuine stake in what you build
- Real influence available - a team where what you build and how you build it is visible