**CANDIDATE PACK**

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| **POSITION DETAILS** |
| **REFERENCE NO** | 32204 |
| **TITLE** | Senior Salesforce Developer |
| **CLASSIFICATION** | Executive level 1 |
| **EMPLOYMENT TYPE** | Ongoing  |
| **WORKING HOURS** | Full-time  |
| **OFFICE ARRANGEMENT** | On-site |
| **SALARY**  | $115,433 - $125,832 pa + 15.4% Superannuation |
| **SECTION** | IT |
| **TEAM** | Salesforce |
| **ELIGIBILITY** | * Australian Citizenship
* Security Clearance (after commencement)
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| **CONTACT OFFICER** | Mark de Rooij – 02 6270 8161 |
| **OPENING DATE** |  Tuesday, 29 July 2025 |
| **CLOSING DATE** |  Tuesday, 5 August 2025 11:59pm |
| **SPECIAL NOTE** | **This is an ongoing opportunity.****This role may be filled using applications and referee reports only.**Suitable candidates may be placed in a merit pool from this selection process and the pool may be used to fill similar ongoing or non-ongoing roles. Non-ongoing vacancies filled from a merit pool may be offered as a specified term. Applicants may have their application and assessment results shared with other Australian Public Service (APS) agencies looking to fill similar roles. |

**ABOUT US**

The Museum of Australian Democracy (MoAD) at Old Parliament House is located inside a heritage-listed building that was once home to Australia's Parliament (1927 to 1988).

True to our building’s original brief, we provide a ‘people’s place’, where big ideas are explored.

We share the story of Australia's democracy through exhibitions, events and education programs, as well as through our rich online collection of stories, objects and resources.

At MoAD, we celebrate the Australian democratic journey. We seek to provoke thought and inspire conversation by sharing stories and objects that played a part in shaping the nation as it is today.

Careers at MoAD are varied, from human resource officers, exhibition curators, heritage officers and learning facilitators, to digital producers, finance officers and IT specialists. We are a small agency, working in a dynamic environment, sharing our democratic and political history in a heritage-listed building.

MoAD is an inclusive and rewarding workplace that values the contributions of all our staff. We encourage applications from First Nations Australians, people with a disability, culturally and linguistically diverse people and LGBTQIA+ people. We are committed to a safe and supportive workplace which includes flexible working practices. MoAD’s commitment to reconciliation is expressed in the [MoAD Reconciliation Action Plan 2023-25](https://www.moadoph.gov.au/sites/default/files/2023-06/MoAD%20INNOVATE%20RAP_2023.pdf).

MoAD employees are engaged under the [*Public Service Act 1999*](https://www.legislation.gov.au/C2004A00538/latest/text) and are subject to the terms and conditions of employment in the [*OPH Enterprise Agreem**ent 2024-2027*](https://moadoph.gov.au/sites/default/files/2024-04/oph-enterprise-agreement-2024-2027.pdf)*.*

**POSITION DETAILS**

Positioned within the IT team, the EL1 Senior Salesforce Developer plays a pivotal role in managing the agency’s Salesforce roadmap and driving the strategic direction of its platform capabilities. This role is responsible for planning and overseeing the Salesforce Information Architecture, ensuring that the system is structured to support scalable, secure, and efficient operations. The Senior Developer leads the delivery of roadmap items, working closely with stakeholders to translate business needs into technical solutions and ensuring that projects are completed on time and to a high standard.

In addition to managing current initiatives, the Senior Developer contributes to the planning of the agency’s forward Salesforce roadmap, identifying opportunities for innovation and improvement. They are hands-on in the development of new Salesforce features and are responsible for writing and maintaining test plans to ensure quality and reliability across deployments.

Cybersecurity is a critical aspect of this role. The Senior Developer ensures that all Salesforce configurations, custom developments, and integrations adhere to the agency’s cybersecurity policies and standards. They work proactively to identify and mitigate security risks, implement secure coding practices, and collaborate with the cybersecurity team to ensure compliance with relevant frameworks and guidelines.

Leadership is a key aspect of the role, with the EL1 overseeing the work of the APS5 Salesforce Developer, providing guidance, mentorship, and performance management. The Senior Developer also serves in an advisory capacity on Salesforce platform projects, offering expert insights and recommendations to support strategic decision-making. As a senior member of the IT team, the role may also include other duties as assigned, contributing to the broader goals of the agency and supporting cross-functional collaboration.

**ROLE RESPONSIBILITIES and DUTIES**

Under the supervision of the EL2 Head IT, the position will be:

* **Salesforce Information Architecture:** Lead the planning and management of the agency’s Salesforce Information Architecture to ensure scalable, secure, and efficient data structures and integrations.
* **Roadmap Delivery Management**: Oversee the delivery of items on the agency’s Salesforce roadmap, coordinating with stakeholders to ensure timely and high-quality outcomes.
* **Strategic Planning:** Contribute to the development of the agency’s forward Salesforce roadmap, identifying opportunities for innovation and improvement.
* **Feature Development & Testing**: Design, develop, and implement Salesforce features, including writing comprehensive test plans to ensure functionality and reliability.
* **Team Leadership:** Manage and mentor the APS5 Salesforce Developer, fostering professional growth and ensuring alignment with project goals.
* **Advisory Role:** Provide expert advice on Salesforce platform projects, guiding teams on best practices, technical feasibility, and strategic alignment.
* **Other Duties**: Perform other duties as assigned, contributing to the broader goals of the IT team and the agency.

**OUR IDEAL CANDIDATE**

 Our ideal candidate will have:

* **Strategic Thinking**: Ability to plan and manage the agency’s Salesforce roadmap with a long-term, strategic perspective.
* **Technical Expertise**: Deep knowledge of Salesforce development, architecture, and platform capabilities.
* **Cybersecurity Awareness**: Strong understanding of secure coding practices and experience implementing cybersecurity controls within Salesforce environments.
* **Leadership & Mentorship**: Proven ability to manage and support junior developers, fostering growth and ensuring alignment with team goals.
* **Project Delivery**: Skilled in managing multiple roadmap items and delivering high-quality outcomes on time.
* **Problem Solving**: Strong analytical skills to troubleshoot issues and design effective, scalable solutions.
* **Communication**: Excellent written and verbal communication skills, with the ability to convey technical concepts to non-technical stakeholders.
* **Collaboration**: Comfortable working across teams and advising on platform projects to ensure alignment with business and technical objectives.
* **Quality Assurance**: Experience in writing and executing test plans to maintain system reliability and performance.
* **Adaptability**: Ability to take on other duties as assigned and contribute flexibly to the broader IT team.

**YOUR APPLICATION**

Please provide a:

* concise statement of claims of no more than 2 pages. When framing your statement, please ensure you adequately demonstrate your skills, qualifications, experience and capabilities.
* Resume outlining your career history, qualifications and contact details for at least two recent referees (no more than 4 pages).
* coversheet from the [MoAD Website](https://www.moadoph.gov.au/about/careers).

MoAD accommodates requests for reasonable adjustment for people with disabilities to participate in an interview, including offering onsite tours to potential employees before their interviews to gauge any possible access barriers and to comfortably see staff spaces before committing to interview or the job position. Please indicate this in your cover sheet or contact the recruitment officer on 02 6270 8235 or 02 6270 8127.

**ELIGIBILITY**

To be eligible for this position at MoAD, applicants must:

* be an Australian Citizen; and
* have a security clearance or be willing to undertake the process to obtain a baseline clearance (after commencement)
* be willing to provide identity documents and undergo an identity pre-employment check through a Document Verification Service, if you are deemed to be the successful candidate.

**SUBMISSION OF APPLICATION**

Your application should be submitted by the closing date to applications@moadoph.gov.au

For noting:

* Your application will be automatically acknowledged. If you do not receive an automated receipt, please contact 02 6270 8235 or 02 6270 8127 or email recruitment@moadoph.gov.au
* Applications received after closing will not be accepted unless a prior arrangement has been made with the contact officer