



Whakaaturanga Mahi - Job description

Job details	
Job title:	Software Engineer
Reports to:	Delivery Manager, Innovation & Technology
Direct reports:	N/A
Key relationships:	
<i>Internal:</i>	Principal Architect Management Team Product Owners Application Specialists Cybersecurity Analyst Business Analysts Data Analysts All Enable New Zealand Limited Managers and Staff
<i>External:</i>	Application Support and Development Partners Funding Agencies
Location:	Palmerston North / Hybrid

Ko wai mātou - Who we are

Enable New Zealand is the leading supplier of disability equipment, information, advice and modification services in Aotearoa. The team at Enable New Zealand are united behind a shared vision, to work towards a non-disabling Aotearoa where there are no barriers to living your best life. We are New Zealand's largest provider of disability and rehabilitation equipment, issuing equipment on behalf of ACC and Disability Support Services (part of the Ministry of Social Development).

We work with a nationwide network of over 500 suppliers and subcontractors to deliver value for our community. Our team support over 7,600 Occupational Therapists and other clinical professionals around New Zealand. Each year, we deliver complex services to thousands of people, enabling those in our disability community to live good lives.

He aha ngā painga ki a mātou - What matters to us most

At Enable New Zealand, we care about making a difference to disabled people and working together as a team.

He aha te mahi - Role purpose

The purpose of the Software Engineer role is to bring hands-on technical capability and technical leadership across Enable's systems and integration landscape to increase the cadence of technology solution delivery and reduce the reliance on external vendors.

The Software Engineer will work closely with technology delivery and operational support teams to ensure solutions meet functional and non-functional requirements, as well as aligning to Enable New Zealand's technology strategy and direction.

The role will be focussed on the configuration, development and integration of software solutions using a range of technologies and will include ongoing production support of assigned applications, including investigation of issues, minor enhancements and contribution to operational stability.

Ngā mahi haepapa - Role responsibilities

Key objectives	Responsibilities
Technical Leadership	• Provide technical guidance, coaching and support to team members, contributing to a culture of knowledge sharing and continuous improvement. • Work closely with architects, analysts, and testers to ensure solutions meet business and technical requirements • Contribute to solution design discussions, ensuring proposed approaches are practical, maintainable, secure, and aligned with architectural standards. • Promote engineering best practices, including code quality, testing, documentation, source control, and deployment disciplines. • Participate in peer reviews and provide constructive feedback to improve solution quality and build team capability. • Contribute to the development and maintenance of technical standards, patterns, and reusable components.
Deliver high-quality technical solutions	• Design, build, configure, and support application and integration components aligned to agreed designs and standards • Maintain documentation on Enable New Zealand's current state, and future state architecture as required • Work with technology operations and delivery teams to ensure solutions are well understood and meet all relevant requirements • Write clean, maintainable, and secure code or configurations • Take responsibility for the quality of solutions, working proactively with those performing and governing testing • Implement and support integrations using approved patterns, APIs, and data interfaces

Supporting disabled people and their whānau to live everyday lives in their communities

Key objectives	Responsibilities
Understand and Apply Relevant Policies and Strategies to Technology Solutions	- Understand Enable's confidentiality and privacy obligations. - Write or contribute to Privacy Impact Assessments - Highlight risks related to privacy or security of data - Apply standards relating to accessibility, interoperability, security and other aspects of Enable's Strategy
Contribute across delivery lifecycle	Participate in all elements of technology delivery, for example; refinement, estimation, development, testing, deployment, and support activities
Support multiple platforms and technologies	Develop expertise across our platforms by building deep capability in selected areas while maintaining broad capability across the remainder.
Support operational stability	Responsibility for incident resolution, root cause analysis, and continuous improvement of system reliability
Continuous learning and improvement	Actively build knowledge of Enable's systems, business processes, and emerging technologies
Health and Safety	- Is familiar with all policies and procedures as they affect the work environment. - Ensure that safe working procedures are practised, and no person is endangered through action or inaction. - Is aware of and can identify hazards and take action, accordingly, including preventing or minimising the adverse effects of hazards. - Ensure that all incidents, including near misses, are reported within the required timeframe using Enable New Zealand's incident reporting system. Actively participate in Enable New Zealand's health and safety programmes, through input into meetings and feedback through committee structures.
Te Tiriti o Waitangi – Treaty of Waitangi	Apply understanding of Te Tiriti o Waitangi in work practices and attend relevant education sessions
Cybersecurity and Data Privacy <i>Apply knowledge and skills to all work practices to protect the confidentiality, integrity, and availability of data and systems used by Enable New Zealand and comply with the Privacy Act 2020 and any subsequent amendments or replacement legislation</i>	- Follow Enable New Zealand policies and procedures when handling information to protect privacy and confidentiality. - Take care to only access or share information that is necessary for your role and authorised for use. - Be mindful of how information is discussed, stored, and shared (e.g. in conversations, emails, and documents), especially when it involves personal or sensitive details. - Report any suspected privacy breaches, data loss, or security concerns promptly through the appropriate channels. - Keep work devices, passwords, and access details secure and do not share them with others. - Ensure physical information (e.g. printed documents) is stored securely and disposed of appropriately when no longer required. - Support a culture of privacy and security by completing required training and applying it in day-to-day work. - Use approved tools and systems when handling Enable New Zealand information to maintain data integrity and security.

Ngā āheitanga matua - Key Competencies

Competencies are the skills, knowledge, and attributes required to be fully competent in this position. There will be a programme available for appointees to meet competencies where a need for continued development is identified. For the purposes of selection, essential competencies have been identified, and decisions will be made based on the ability of applicants to meet these.

Qualifications and Experience

- Demonstrated experience as a software or application developer in a commercial or enterprise environment
- Strong foundational technical competence, evidenced by:
 - Solid understanding of programming or configuration concepts
 - Ability to reason about system behaviour, data flow, and integration
- Experience with one or more of the following is required, with willingness to learn the others:
 - Microsoft Dynamics 365 Finance & Operations
 - Microsoft Dynamics 365 Customer Engagement (CRM)
 - Microsoft Power Platform (Power Apps, Power Automate, Power BI)
 - Integration technologies (APIs, middleware, data integration)
 - Web and front-end application development, including experience with modern JavaScript frameworks and libraries (e.g. JavaScript/TypeScript, React or equivalent).
- Familiarity with:
 - Source control and development lifecycles
 - Testing approaches and environments
 - Working within structured delivery teams
- Experience in regulated, public sector, or complex business environments is beneficial but not essential
- Relevant tertiary qualification in software development, information systems, or equivalent experience

Skills & Attributes

- Strong analytical and problem-solving skills
 - Technically curious, with a clear appetite to learn new platforms and approaches
 - Able to adapt between technologies and domains as priorities evolve
 - Comfortable working with ambiguity while delivering practical outcomes
 - Able to explain technical concepts clearly to non-technical audiences
 - Collaborative and team-oriented, with a pragmatic approach to delivery
 - Values quality, maintainability, and long-term sustainability over short-term fixes
 - Comfortable balancing planned delivery work with operational support, maintenance and issue resolution.
 - Takes ownership of outcomes and follows issues through to resolution
- Aligns with Enable New Zealand's purpose and values

Physical Attributes:

Under the Human Rights Act 1993 discrimination based on disability is unlawful. Enable New Zealand Limited will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from the Senior Workforce Advisor.