

# Position Description

Position Title	Senior Software Developer	Reporting to	Development Manager
Business Unit	Information Technology	Direct reports	Nil
Classification	Level F	Date	January 2026

## Our Organisation

The Royal Australian College of General Practitioners (RACGP) is the voice of General Practitioners (GPs) in our growing cities and throughout rural and remote Australia. For more than 60 years, we've supported the backbone of Australia's health system by setting the standards for education and practice and advocating for better health and wellbeing for all Australians.

We cultivate a stronger profession by helping the GPs of today and tomorrow continue their professional development throughout their careers, from medical students and GPs in training to experienced GPs. We develop resources and guidelines to support GPs in providing their patients with world-class healthcare and help with the unique issues that affect their practices. We're a point of connection for GPs serving communities in every corner of the country.

Australia's GPs see more than two million patients each week, and support Australians through every stage of life. The scope of general practice is unmatched among medical professionals, so the RACGP supports members to be involved in all areas of care, including aged care, mental health, preventative care and Aboriginal and Torres Strait Islander Health.

Patient-centred care is at the heart of every Australian general practice and at the heart of everything we do.

## Our Values

RACGP Employees are expected to uphold our workplace values:



**Progressive leadership** Forward thinking and proactive leaders who lead by example and empower employees to create and drive innovation



**Quality** Honouring our Organisational Vision and Mission Statement by constantly striving for excellence in service delivery and advancement in the field



**Ethics** Committed to acting with morality, integrity and transparency in serving the best interests of all stakeholders



**Professionalism** Dedicated professionals who respect and collaborate with others and are fully accountable for their actions.

## Your Team

The Digital and Technology department is pivotal in delivering IT requirements and digital experiences and ensuring well managed, secure platforms for RACGP member and employees to continuously improve the member engagement and user experience. The Digital and Technology department is also responsible for building robust governance, security, management and coordination of IT activities across the organisation and comprises of the following teams:

- IT architecture and digital strategy
- Service Delivery
- Digital & Technology Delivery IT Security and Risk
- Business Intelligence and Insights
- Development & Testing

The Senior Software Developer role sits in the Development & Testing team. The team plays an essential role in the delivery of projects and changes from an application development perspective and is accountable for managing developed applications following the RACGP development process/standards.

## Your Role

The role will be required to work on projects alongside both technology and business stakeholders. You will play a key role in the project team or Application team by ensuring a quality product is delivered to our stakeholders and sponsors, you will build application and integration knowledge of both our applications and our domains.

The Senior Software Developer requires a strategic mix of understanding Azure development experience, and business process to design and provide software solutions, to support RACGP business requirements. You will make high-level decisions and provide innovative solutions using the latest Azure technologies providing vision for the Azure development with the architectural group. In addition to day-to-day delivery of software development for the RACGP, the Senior Software Developer contributes to a culture of continual improvement.

## Key Responsibilities

- Act as technical leader for assigned projects, providing peer guidance on architecture, design, and implementation to ensure best practices and successful delivery.
- Analyse and plan approaches to adhere to high-quality software development standards including design reviews, code reviews, coding standards, source control, and code management to mitigate production release risks.
- Research, evaluate, and identify RACGP client needs and apply significant judgment in planning and designing systems, making recommendations, and developing solutions using Azure cloud technologies.
- Evaluate complex requirements and develop, maintain, and optimise applications according to the Azure Well-Architected Framework.
- Design and implement Infrastructure as Code (IaC) using Bicep templates and deploy resources through YAML pipelines in Azure DevOps.
- Configure and manage Azure portal resource authentication and authorisation, ensuring compliance with security best practices.
- Apply deep understanding of OAuth 2.0 and Microsoft Entra ID for secure identity and access management across applications and integrations.
- Evaluate and recommend tools, technologies, and processes to ensure quality DevOps practices and automation.
- Provide technical innovation to guide environment/operations and development teams in automating operational processes.
- Collaborate with architects, business stakeholders, and external vendors to design optimal solutions.
- Forecast risks and propose mitigation strategies for complex enterprise projects.
- Keep up-to-date on best practice software development trends and their potential for use by RACGP and its application suite.
- Provide solutions where third-party API integrations are required using cloud technologies.
- Comply with all relevant workplace policies and procedures.
- Other duties as required.

## Qualifications and Experience

### Essential

- Proven experience in developing and maintaining applications according to the Azure Well-Architected Framework.
- Expertise in Azure cloud-native development and Azure iPaaS (API Management, Service Bus, Event Hubs, Logic Apps, Functions).
- Hands-on experience in Infrastructure as Code (IaC) using Bicep and deploying resources through YAML pipelines in Azure DevOps.
- Practical experience configuring Azure portal resource authentication and authorization.
- Deep understanding of OAuth 2.0 and Microsoft Entra ID for secure identity and access management.
- Strong skills in .NET Core / .NET 8, C#, RESTful APIs, microservices.
- Experience applying enterprise integration patterns using APIs, microservices, message-based, and file-based approaches.
- Experience with Azure DevOps, Git, CI/CD pipelines.
- Knowledge of containerization (Docker, Azure Container Registry).
- Strong understanding of SQL Server and Cosmos DB.
- Advanced knowledge of Agile, Scrum, and SDLC methodologies.
- Ability to create technical design documentation (data flows, patterns, topology diagrams).
- Strong stakeholder engagement and communication skills.
- Ability to work independently and lead technical delivery within assigned projects.

### Highly Desirable

- Experience with performance testing and monitoring tools.
- Familiarity with Power Platform and enterprise integration strategies.

## Your Relationships

Your role requires interaction with internal and external stakeholders including:

### Internal:

- Software developers, testers, architects, and infrastructure team.
- Technology Consultants
- Project Managers and Business Analysts
- Technology Operations Team
- RACGP employees

### External:

- Vendors