

A wānanga as provided under section 398D of the Education and Training Act 2020, is an institution that: “Māori, have been instrumental in establishing; a wide diversity of teaching and intellectual endeavour that is closely interdependent; associated with higher learning; and are kaitiaki of Mātauranga Māori, te Reo Māori, and tikanga Māori within the tertiary education sector. A wānanga positions themselves within the networks of indigenous tertiary institutions across the world and contributes to the setting of international indigenous standards of teaching and intellectual endeavour”.

Tūranga / Position:	Senior Salesforce Developer	
Uepū / Wāhanga / Department:	Taupārongo / Taura Digital Experience	
Takiwā / Rohe / District:	Te Puna Manaaki	
Wāhi Mahi / Location:	As per Letter of Offer	
Reports to:	Product Manager	
Whakataui ki / Direct reports:	n/a	
Indirect Reports:	n/a	
Māka Pūtea / Salary Grade:	Allied, Level 9	
Wā Roanga / Tenure:	As per Letter of Offer	
Key Relationships:	Internal:	<ul style="list-style-type: none"> All Te Wānanga o Aotearoa (TWOA) kaimahi
	External:	<ul style="list-style-type: none"> External Stakeholders (Contractors and Suppliers) Taura, iwi, hapū and whānau Relevant external agencies and providers (TEC, MoE, NZQA)

Pūtake Tūranga / Role Purpose

The primary purpose of the Senior Salesforce Developer is to drive technical excellence within the Taura Experience product family, part of the broader Digital Experience Team at Te Wānanga o Aotearoa (TWOA). This role is responsible for leading the design, development, and continuous improvement of Salesforce-based solutions that support TWOA’s strategic objectives and enhance the taura experience.

Working in close partnership with Salesforce Developers, Software Engineers, and Product Owners, the role provides hands-on technical expertise across the full development lifecycle, from solution design through to delivery and optimisation. It contributes to both strategic initiatives and day-to-day operations, ensuring the delivery of high-quality, scalable, and sustainable digital solutions.

As a senior technical leader, the role also provides mentorship and guidance to uplift development practices, strengthen capability within the team, and embed a culture of continuous improvement in how TWOA designs, builds, and delivers its digital services.

Key Responsibilities	Deliverables / Accountabilities
<p>Role Specific Requirements</p>	<ul style="list-style-type: none"> - Design and deliver scalable Salesforce solutions aligned with architectural standards and business needs. - Translate business and non-functional requirements into high-quality, maintainable technical solutions. - Lead technical excellence through code reviews, design guidance, and adherence to Salesforce and engineering best practices. - Diagnose and resolve complex technical issues, ensuring platform performance, stability, and reliability. - Improve platform quality and sustainability through refactoring, automated testing, and reduction of technical debt. - Drive continuous improvement across agile delivery, engineering practices and the Software Development Lifecycle (SDLC) - Develop an understanding of the TWoA and Taupārongo digital strategy to provide input into technical solution designs, including API & Integrations. - Collaborate with Product Managers, Product Owners, and relevant stakeholders to understand and refine requirements for technical specifications. - Actively contribute to the Taupārongo and Tauria Experience team vision and culture of learning, process improvement, and innovation.
<p>Driving for Business Performance:</p> <p>Role content specific to the relevant subject matter expertise or specialism of this role.</p> <p>Responsibility for specific KPIs or performance and or reporting metrics.</p>	<ul style="list-style-type: none"> - Accountable for task completion and quality. - Sets clear direction for self. - Seeks own development and takes accountability. - Provides feedback and builds trust. - Contributes to team capability and cohesion.
<p>Financial Responsibility</p>	<ul style="list-style-type: none"> - Uses resources responsibly. - Understands cost implications.



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<p>Problem Solving Requirements including but not limited to:</p> <p>Decision-Making Authority & Delegations</p> <p>Level of autonomy in strategic, operational, or tactical decisions.</p> <p>Impact of decisions across the organisation or sector.</p>	<ul style="list-style-type: none"> - Makes task decisions within role scope. - Escalates complex, strategic or people-related issues. - Follows established processes
<p>Kaupapa Matua</p> <p>Te Wānanga o Aotearoa has a unique history and operating context. Te Kaupapa Matua o Te Wānanga o Aotearoa tells our history, guides our future and shapes the unique identity of our Wānanga. There is therefore an expectation that kaimahi will follow and work by these guiding principles.</p>	<ul style="list-style-type: none"> - Able to articulate the history, evolution and unique context of Te Wānanga o Aotearoa. - Actions are aligned with Te Wānanga o Aotearoa leaders. - Ngā Uara are applied in a manner that protects the mana of Te Wānanga o Aotearoa, leadership peers and kaimahi
<p>Communications and Relationship Management</p> <p>Effectively builds and maintains relationships that uphold the reputation and mana of Te Wānanga o Aotearoa</p>	<ul style="list-style-type: none"> - Communication style and frequency supports internal and external contact with stakeholders.
<p>Information Management</p> <p>Te Wānanga o Aotearoa records are created and maintained in corporate information systems, meeting specified information management standards and legislation.</p>	<ul style="list-style-type: none"> - Meet the statutory responsibilities detailed in the Data, Information, and Records Management Tikanga Whakahaere. - Create and manage records of TWoA activities in accordance with TWoA privacy, data, information, and records management policies and procedures.
<p>Health and Safety</p> <p>Uphold and comply with the Health and Safety at Work Act 2015.</p> <p>Demonstrate a commitment to Te Wānanga o Aotearoa health and safety policies and</p>	<ul style="list-style-type: none"> - Report potential risks, incidents and near misses so the organisation can investigate, and eliminate or minimise harm or risk of harm, in accordance with TWoA Health and Safety policies and procedures. - Promotes personal and team wellbeing. - Recognises and actively manages stress.

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procedures and take reasonable care to look after your own health and safety at work, your fitness for work, and the health and safety and well-being of others.	
Other Duties	<ul style="list-style-type: none"> - Undertake other duties as required by the employer provided the kaimahi has the required skills and qualifications.
<p>The kaimahi shall be required to exercise all their skills and knowledge to achieve the position objectives and follow any current or future procedures and policies related to achieving them.</p> <p>The responsibilities and expectations outlined in this position description may alter as business needs change. In addition, specific objectives and outcomes will be agreed upon with the upline manager on an annual basis.</p>	

Person specification

Qualifications:	<ul style="list-style-type: none"> - Bachelor's degree in Computer Science, Computer Engineering or related discipline - Certifications <ul style="list-style-type: none"> • Salesforce Platform Developer 1 (required) • Salesforce Platform Developer 2 (desirable)
Essential Experience and Skills:	<p>Essential Experience:</p> <ul style="list-style-type: none"> - 7+ years' hands on Salesforce development experience within enterprise environments. - Strong experience with Salesforce Flow and automation frameworks. - 5+ years' experience with automated testing frameworks and methodologies (e.g., unit testing, integration testing). - 5+ years' experience with integrating Salesforce with external platforms using RESTful APIs and integration patterns. - Experience in Agile delivery environments (Scrum, Kanban, CI CD, TDD, etc.) - Experience conducting code reviews and mentoring junior developers. <p>Desirable Experience</p> <ul style="list-style-type: none"> - Experience with OmniStudio. - Experience with Visual Studio, Azure DevOps, Azure Portal, and GitHub. - Experience in the education / academic sector.



	<p>Technical Skills</p> <ul style="list-style-type: none"> - Deep understanding of Salesforce platform architecture, security, governance, and best practices. - Strong judgement in applying declarative configuration versus programmatic solutions. - Proficiency in Salesforce development technologies (Apex, LWC, APIs, integrations). - Strong understanding of data modelling, database technologies, and system integration. - Experience with integration patterns and technologies (REST, event-driven, API management). - Experience with modern engineering practices (CI/CD, automated testing, version control) - Advanced analytical and debugging capability
<p>Āhuetanga Māori</p>	<ul style="list-style-type: none"> - Demonstrated commitment to participating fully in cultural activities (e.g., pōwhiri / karakia /Te Whāriki) and exemplify Māori values. - Prepared to increase knowledge, understanding and everyday use of te reo and āhuetanga Māori and support other kaimahi in the same endeavour. - Te Kaupapa Mātua is understood and applied to mahi and relationships.
<p>Essential Attributes:</p>	<p>Governance Awareness & System Leadership</p> <ul style="list-style-type: none"> - Understands governance roles. - Adheres to delegated authority. <p>Critical Thinking and Strategic/Planning Contribution</p> <ul style="list-style-type: none"> - Understands organisation’s purpose. - Can articulate how their role contributes to organisational goals. - Contributes ideas. Understands how tasks relate to wider goals. <p>Financial Responsibility</p> <ul style="list-style-type: none"> - Uses resources responsibly. - Understands cost implications. <p>Communication, motivational and empowerment skills</p> <ul style="list-style-type: none"> - Uses storytelling to influence behaviour and inspire teams to achieve goals and link to organisation purpose.

	<p>Digital & Technology Fluency, Adoption & Modernisation</p> <ul style="list-style-type: none">- Uses basic digital tools. <p>Data-Informed Decision-Making</p> <ul style="list-style-type: none">- Understands simple data. <p>Innovation & Continuous Improvement</p> <ul style="list-style-type: none">- Suggests improvements.- Adapts practices.
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