![Quasar Systems Limited logo]

POSITION DESCRIPTION

Industrial Programmer

3/07/2020

Industrial Programmer

Context

Quasar is a leading supplier and integrator of advanced energy & power quality monitoring systems, Advanced Distribution Management Systems (ADMS), fortified communications, and intelligent substation security systems.

Almost every major power generation, distribution and transmission utility in New Zealand and many of the country's foremost industrial, educational and commercial concerns enjoy the significant benefits of Quasar's three decades of experience in advanced system delivery.

Our team include very experienced metering, SCADA and software development engineers, whom utilise their knowledge, experience, and commitment to deliver quality solutions to our customers.

We are NZ's only certified EcoXpert Critical Power 'Master' for Schneider Electric's ION, PowerLogic, and EcoStruxure range of products. Furthermore, we are the certified NZ integrator for Survalent SCADA and ADMS software, whilst also being the NZ Distributors for iS5 Communications, Stark MDM, and SWI Video Surveillance products. In addition, Quasar have developed the *Quasar Control* load control software for the both Supply and Demand markets.

Purpose

The role of Industrial Programmer is expected to have a working knowledge of Software, Microsoft Software development products, Microsoft SQL databases and industrial communication protocols.

Key Outputs

Industrial Programmer
- Support existing software solutions
- Develop new software solutions
- Meet expected timeframes for development life cycle
- Produce quality documentation in support of the developed software
- Create secure, robust, bug free applications
- Software versioning is maintained in line with company standards

General
- Assist when called upon in the development of new business lines.
- When the company attends exhibitions you may be required to assist on the stand.
- Contribute to the development and enhancement of our support tools to better provide this service.
- Other tasks as may reasonably be required from time to time.

Staff Supervised

This role is not responsible for the supervision of staff.

Key Relationships

Quasar adopts a collaborative approach at all levels of the company, in this role the **Industrial Programmer** is expected to establish effective working relationships with:

- Quasar Staff and Directors
- Customers, Consultants, Service Providers and other relevant outside organisations
- Technical Support relationships with our suppliers

Accountability

The **Industrial Programmer** reports to the Engineering Manager.

Key attributes

Technical Skills (One or more of the following may be sufficient)
- Degree in in software development, web development or computer science.
- Project Management skills.
- Excellence in commenting code and documenting solutions.

Core Skills
- Very proficient knowledge of VB.NET and C#
- TCP/IP, Modbus Serial Communications knowledge, SFTP
- Very proficient database skills with MS SQL Server
- Proficient understanding of database schemas
- Demonstrable experience with RESTful Web–Services including API development
- Knowledge or understanding of Reporting Services
- Demonstrable experience in Windows Service Application

Supplementary Skills
- Data modelling and Database Performance Tuning
- Understanding of front-end technologies and platforms such as JavaScript, HTML5 and CSS3
- Understanding of server-side technologies such as IIS, LESS and SASS
- Experience with Python and XML
- User authentication and authorisation between multiple systems, servers, and environments
- Integration of multiple data sources and databases into one system
- Management of hosting environment, including database administration and scaling applications to support load changes

Values and Ethos
- Understanding of and commitment to the values of the Company.
- Personal commitment to authenticity and conducting all aspects of business with integrity.

Personal Attributes
- Proven ability to work positively in a team.
- Excellent inter-personal relationship and communication skills.
- Able to quickly grasp and learn new technologies.
- Proficient knowledge of business computer software such as MS Office.

- Self-confident, highly motivated individual.
- Experience in project development and proven history of innovation and problem solving.
- Adaptable in their thinking with attention to detail.
- Excellent organisational skills.
- Responsible, self-disciplined, reliable, energetic and productive.
- An excellent command of the English language and written English is essential.

Resources and Requirements

- Operate from the Company's premises in Christchurch, with travel primarily within New Zealand, and occasionally internationally.
- While there is some general support available from our administration team, staff are expected to maintain their own correspondence, email and administration at a high standard.

Behavioural Competencies

Planning & Organisation

- Realistically plan and organise a project, allocating time in a manner which achieve priorities and allows for contingencies.
- Can set goals for own projects and implement the planning and process steps to achieve these.
- Forward looking perspective that allows for contingencies and evolving situations.
- Effective time management skills.
- Commitment to clear and effective documentation of essential client and or market information.

Achievement Orientation

- Motivated to achieve goals and objectives.
- Demonstrated ability to complete projects.
- Displays a sense of urgency to accomplish tasks.
- Commitment to improving quality standards in own area of expertise.

Collaborative and Team approach

- Respects the capabilities of other team members from a wide range of disciplines and personal styles to enable an effective functioning team.
- Good relational and interpersonal intelligence and willingness to allow that to contribute to the team.
- Active participant in team structures throughout the Company.
- Committed to a collaborative approach and able to adapt to a high level of synergy amongst different team members and teams in the Company.

Analytical Ability

- Can analyse abstract, subtle and undefined problems and information.
- Able to grasp the near- and long-term implications of a situation.
- Can analyse information on a conceptual level, as well as displaying a detailed approach.

Key Selection Criteria

1. Technical Aptitude

2. Fit with the ethos, values and approach of Quasar

3. Experience in a relevant sector within the Energy Industry

4. Credibility

5. Planning, organisation and control

Health and Safety

1. All staff must be conscious of potential safety problems at all times.

2. A Health and Safety Policy is in place within Quasar Systems Limited. Instructions regarding safety given by the Health and Safety representatives must be followed at all times.

Non-Limitation Clause

NOTE: This position description is not intended to be all-inclusive. Employees may perform other related duties as negotiated to meet the on-going needs of the organization. Employment conditions are described fully in the Individual Employment Agreement.

This Position Description has been read and agreed:

Employee's Name _____   Signature _____

Manager's Signature _____   Dated _____