



POSITION DESCRIPTION

Position Title:	Research and Development Programmer
Directorate:	Intelligence
Pay Group and Career Stream	Level 2 – Paygroup I, Technical Stream \$67,867 - \$76,350 Level 3 – Paygroup L, Technical Stream \$85,834 - \$96,565
Date:	January 2008

GCSB VISION, MISSION AND VALUES

VISION: “Mastery of cyberspace for the security of New Zealand”

MISSION: To contribute to the national security of New Zealand through:

- a. Providing foreign signals intelligence to support and inform Government decision making;
- b. Providing an all-hours foreign intelligence watch and warning service to Government;
- c. Ensuring the integrity, availability and confidentiality of official information through information systems security services to Government; and
- d. Assisting in the protection of the national critical infrastructure and information systems from information borne threats.

VALUES: Integrity, Outstanding service, Compliance with the law and security, High quality outputs, Flexibility, Working constructively together as a team and Respect for each other.

GCSB is committed to providing a healthy and safe work environment and safe management practices for all employees. Employees are expected to share this commitment as outlined in the Health and Safety in Employment Act by taking all practicable steps to ensure:-

- a. The employee’s safety while at work, and
- b. That no action or inaction of the employee while at work causes harm to any other person.

POSITION PURPOSE

Research and Development Programmers develop technical solutions to support the SIGINT mission.

Positions in GCSB may change over time as the organisation develops. Therefore, we are committed to maintaining a flexible organisation structure, which best enables us to meet changing market and customer needs. Responsibilities for this position may change over time as the job evolves.

WORKING RELATIONSHIPS

Responsible to: Manager, Technical Operations

Responsible for: No direct staff management responsibilities

KEY WORK ROLES

The Research and Development Programmer is responsible for:

- Designing and developing solutions to support the SIGINT mission;
- Undertaking research and development and producing relevant technical reports;

Generic

The Research and Development Programmer will:

- Lead or participate in projects in accordance with the Bureaus' strategic direction and Technical Operations Business Plan;
- Constantly review activities to ensure consistency with the Bureau's direction and service ethic;
- Provide support and assistance to the Manager, Technical Operations as required;
- Provide support and backup to other members of the team;
- Other duties as required.

DELEGATIONS

No delegations are in place at this time.

PERSON SPECIFICATION

- Proven expertise in programming with C or C++;
- A good understanding of software engineering principles and project life-cycles;
- A thorough understanding of TCP/IP networking;
- A good understanding of operating system internals (preferably MS Windows or Linux/Unix).
- A tertiary qualification in Computer Science, Information Science, or Telecommunications; or
- Proven relevant work experience.

Desirable

- Be capable of accurately identifying and analysing technical problems at the operating system level;
- A working knowledge of assembler language;
- Reverse engineering skills;

Personal Qualities

- Be self-motivated, innovative, and able to work with minimum supervision independently
- and in a close-knit team;
- Be capable of accurately identifying, analysing, and solving difficult technical
- problems;
- Demonstrate the willingness to learn new knowledge and skills in a highly technical
- environment;
- Be capable of effective oral and written communications skills.