POSITION DESCRIPTION

Position Title	Senior Software Automation Engineer		
Organisational Unit	Information Technology		
Functional Unit	Application and Integration Services		
Nominated Supervisor	Senior Developer (Enterprise Lead)		
Classification	HEW 8		
CDF Level	CDF1	**Position Number**	10610789
Attendance Type	Full Time	**Date reviewed**	05-NOV-2026

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

ACU has a bold vision for its future. Our Vision 2033 is our landmark statement of strategic direction for ACU's mission as a Catholic university to constitute a 'Christian presence in the university world confronting the great problems of society and culture'. Our mission is to help shape the coming generations in Australia and beyond, by enabling flourishing lives, fostering thriving communities, and building a more ethical future.

Our Catholic mission informs everything we do – challenging us to respect the dignity of the human person, serve the common good, and embed ethical and social justice considerations throughout our teaching and research. We strive to live our core values of truth, excellence, and service.

We are a publicly funded university, and while we are young, we have grown significantly and we and we are making our mark: we are one of the largest university contributors to the care economy in Australia and rank among the top universities worldwide. We have seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We prioritise our staff, supporting their growth with a positive culture, generous leave, and flexible work arrangements. We invite all staff to engage with our mission in whatever way is most meaningful to them – whether as Catholics, as members of other churches and faiths, or as people with no religious affiliation but who are willing to embrace our vision, mission and strategic direction. We continue to invest in our facilities and workplaces and actively involve staff in shaping the future direction of the organisation.

For further information about the university please refer to ACU's organisational structure.

ABOUT INFORMATION TECHNOLOGY

Operating within the ACU's Corporate Services Portfolio, the Information Technology Directorate's core purpose is to deliver and manage the technology capabilities required to enable learning, teaching, research and business support functions across ACU to achieve their strategic and operational objectives and to foster a culture of digital innovation that enables the advancement of ACU's offer and execution, student experiences, and its industry partnerships.

The Information Technology Directorate is led by the Chief Information and Digital Officer (CIDO) and a leadership team of five direct reports, each representing distinct areas of focus required to realise its purpose,

namely, Enterprise Capabilities, Data Excellence, Cyber Security, Service Delivery, and Digital Innovation & Change.

ABOUT DIGITAL INNOVATION AND EMERGING TECHNOLOGY

Digital Innovation and Emerging Technology at ACU plays the role of bridging academic mission, institutional strategy, and information technology by identifying, experimenting with, and scaling new digital capabilities that enhance teaching, research, and operations. It operates as a forward-looking function within IT, working collaboratively across faculties, business units, and central services to explore emerging technologies-such as AI, data platforms, immersive learning tools, and automation-while translating them into practical, ethical, and sustainable solutions.

Rather than focusing solely on day-to-day service delivery, this function scans the technology landscape, pilots innovative use cases, manages risk, and embeds successful innovations into enterprise systems and ways of working, ensuring the university remains adaptable, student centred, and competitive in a rapidly evolving digital environment.

ABOUT APPLICATION AND INTEGRATION SERVICES

Application and Integration Services are responsible for implementing, integrating, supporting, and maintaining applications across the ACU enterprise portfolio of applications. Core applications supported include the Student Management and related satellite systems, public and staff websites and the Student Portal. Integrating on-premises systems with the increasing number of Software as a Service applications used by ACU, is a significant enabler of business process improvement and efficiency.

POSITION PURPOSE

The Senior Software Automation Engineer will focus on implementing automation frameworks, developing automated performance and regression scripts, developing test strategies for testing solutions and maintaining and improving test suites.

The role will work closely with developers within the team, business stakeholders and engage with other teams within the IT Directorate.

As an experienced testing and quality assurance subject matter expert they will advise and consult with business system owners and the IT Directorate on enhancing and maximising benefits out of existing testing practices and solutions in accordance with industry best practices and standards.

The Senior Software Automation Engineer will also explore, recommend and implement automated testing tools to further enhance the ACU's testing capability. Included in the capability will be recommendation for load and performance testing.

This role will have ownership of a testing function and its resources, with resourcing dependent on Finance approval for any additional roles. The role is accountable for testing governance and standards for Automation, Performance and Penetration testing, and is required to provide strategic advice to stakeholders in regard to Automation, Performance and Penetration testing.

KEY RESPONSIBILITIES

Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU's Vision 2033
- Catholic Identity and Mission
- Code of Conduct for all staff
- ACU Capability Development Framework
- ACU Staff Enterprise Agreement 2022-2025
- ACU Staff Reconciliation Action Plan

The Capability Development Framework describes the core competencies needed in all ACU staff to achieve the university's strategy and supports its mission.

Responsibility	Scope
Own, maintain and continuously improve the existing Selenium automation suite, including functional, regression and end-to-end testing across ACU websites and applications.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University
Maintain and improve Azure DevOps CI/CD pipelines, integrating automated testing, quality gates, reporting and repeatable test execution into build and release processes.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University
Maintain and execute existing load and performance testing scripts, analyse results, identify performance risks and support testing for major releases, platform changes and capacity planning.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University
Conduct appropriate application security and vulnerability testing across web applications and APIs, support remediation and retesting, and integrate security validation into testing and CI/CD processes where practical.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University
Advise and oversee the overall testing framework across Applications and Integration Services, including automation, regression, API, data, performance and security testing. Establish standards, reusable approaches, quality gates and testing strategies. Own the testing function and its resources (resourcing dependent on Finance approval for any additional roles), and be accountable for testing governance and standards for Automation, Performance and Penetration testing.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University
Identify gaps in automated test coverage, review test reliability and maintainability, and work with application teams and stakeholders to prioritise improvements and additional test cases.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University

Responsibility	Scope
Provide specialist testing advice, support release readiness and defect management, report testing progress and risks, and undertake manual testing where required to supplement automated coverage. Provide strategic advice to stakeholders in regard to Automation, Performance and Penetration testing.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University
Provide technical guidance and coaching on testing and automation practices, tools and frameworks, and promote consistent and effective testing approaches across the Applications team.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University
Maintain appropriate test evidence, results, defect information and testing metrics to support release decisions, quality reporting and auditability.	The position contributes to activities; outcomes and goals; that are implemented and have impact across the University

HOW THE ROLE OPERATES

The position will have the freedom to implement changes to policies; processes and procedures based on their expertise.
The position is expected to demonstrate critical thinking to make recommendations; to meet changing demands; and provide business aligned solutions.
The position will need to influence and win the support of others to achieve mutually beneficial outcomes.
The position manages the overall operations; budget and/or strategic direction for a functional unit.

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - Degree in IT or related discipline. Relevant certifications, Cloud certification highly regarded. • Experience - Undertake development capabilities with a solid understanding of backend, frontend, systems and data domains. Experience with development and/or automation tools .NET, C#, JavaScript, HTML/CSS, React, Node, SQL, JUnit, JMeter, JSON, Postman, Swagger. • Experience - Automation experience working with cloud-based web applications such as CRM Dynamics 365, Power Apps, Sitecore. • Experience - Experience in CI/CD build automation and monitoring tools (e.g. Git, Azure DevOps, New Relic, Jira and Confluence) and contribution to creating build pipelines and running automated tests. • Experience - Demonstrated experience as a Technical/Automation/Developer with proficiency in API, Data and Performance testing. Experience in using frameworks and libraries to create automated test sets. • Experience - Demonstrated ability to manage stakeholder expectations within a complex environment with competing priorities. • Knowledge - Ability to provide expertise knowledge and skills

	and confidently lead and direct different facets of testing across different programs of work.
Core Competencies:	• Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values. • Keep stakeholder interest at the core of ACU business decisions and ACU service excellence as a top priority. • Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement. • Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence. • Plan work activity, prioritise time and resources using established ACU processes and technology to achieve optimum efficiency and effectiveness.
Essential Attributes:	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.
Working with Children and vulnerable adults check	This role does not require a Working with Children Check.
Pre-employment declaration and background check	Preferred candidates will be required to complete mandatory pre-employment declarations and background checks, including those related to gender-based violence and foreign interference, in line with ACU's compliance requirements.

REPORTING RELATIONSHIPS

For further information about the structure of the University, refer to the Organisation Chart

https://www.acu.edu.au/about-acu/leadership-and-governance/leadership/organisational-structure