TECH LEAD

MAY 2021

Location:	Parkville
Division:	Orygen Digital
Salary range:	Commensurate with skills and experience
Employment Type:	Full-time fixed term position available for 24 months
Position reports to:	Director, Orygen Digital

1. POSITION SUMMARY

The Tech Lead will manage and mentor our growing development team. As the digital arm/division of Orygen, we have a mission to improve youth mental health care using engaging, ethical, and evidence-based technology. Orygen Digital is expanding rapidly, and the Tech Lead role provides a unique opportunity to guide our team of developers to build world-changing tech.

Our flagship product, MOST, is a social network and e-learning platform for young people struggling with their mental health, uniquely designed to integrate with face-to-face clinical care. We have an ambitious goal to make our MOST platform available to every youth mental health service in Australia by 2023.

The Tech Lead will own and co-design our development process as we strive toward this goal, and work alongside our product, clinical and therapy content leads to achieve sustainable innovation and growth. This role will be expected to operate with autonomy, provide strong leadership, and demonstrate initiative and a sense of responsibility for the effective operation of Orygen Digital.

What is MOST?

Orygen Digital's MOST (Moderated Online Social Therapy) platform is the first digital solution to offer continuous, integrated face-to-face and digital care to young people. It offers young people online access to evidence-based therapy and clinical support. All included therapy has been adapted and enhanced based on a decade of youth feedback and usage data to ensure that every component captures young people's imaginations and feels uniquely relevant to their daily life. This therapy is embedded within a supportive social network of other young people working on their mental health, designed to shift the treatment experience from one of isolation to one of shared mission.

REVOLUTION IN MIND

2. POSITION CONTEXT

Orygen exists to deliver cutting-edge research, policy development, innovative clinical services, and evidence-based training and education to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health. Within that environment, Orygen Digital designs, delivers and evaluates evidenced-based digital services for youth mental health, including MOST, virtual reality, and just-in-time mobile interventions. We are global leaders in the design and dissemination of digital youth mental health interventions that dovetail with current national and international service delivery models.

In response to the COVID-19 crisis in 2020, Orygen Digital's MOST platform was generously supported by a $6m grant from the Victorian Government to fast track its roll-out across the state, and a $1m grant from the Telstra Foundation to iterate and improve the MOST technology platform. With funding recently renewed to 2023, and further national and international dissemination planned, we are set for ongoing team growth and product scaling.

As Tech Lead your main mission will be to allow our MOST development team to perform their best work in a structured, secure way – while building capacity where it's needed. You will be joining a broad team of researchers, clinical psychologists, writers, artists, young people, and frontline mental health professionals working together to improve young people's lives.

3. ABOUT ORYGEN

VISION	Young people to enjoy optimal mental health as they grow into adulthood.
MISSION	Reduce the impact of mental ill-health on young people, their families and society.
VALUES	Respect, accountability, teamwork, excellence & innovation.
COMMITMENTS	First Nations people of Australia, young people and their families, LGBTIQA+ people & culturally and linguistically diverse people.

4. KEY RESPONSIBILITIES/OUTCOMES

The Tech Lead will:

- Manage, actively mentor, and grow the other developers in their team.
- Work closely with our Product Lead, manage sprints, and ensure timely feature delivery.
- Collaboratively devise and advance technical initiatives to improve our systems and codebases.
- Work in a hands-on capacity where needed to assist development work.
- Liaise with internal and external stakeholders (including international partners across Europe and North America) and keep them informed of technical matters.
- Manage accounts and services that Orygen Digital uses, such as Amazon AWS, Twilio and SendGrid.
- Ensure the soundness of Orygen Digital's technical infrastructure and security of the MOST system.

5. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

5.1 Essential

- Strong technical skills and experience in web application development.
- Experience with a web development stack (FYI, MOST uses an Nginx, MySQL and PHP stack, has a backend built using the Symfony development framework and a frontend built using the Vue.js JavaScript framework).
- Demonstrated experience working with designers and product owners to turn requirement descriptions into technical implementation plans, sizing, and final roadmap prioritisation.

- Demonstrated experience designing a technical architecture vision and roadmap for the evolution of a large codebase.
- Demonstrated ability to build and lead a development team.
- A proven track record of end-to-end ownership of technical work: designing solutions and bringing others along in their implementation.
- Excellent oral and written communication skills, with an ability to convey technical points in simple language to internal and external stakeholders.
- A strong understanding of and commitment to software ethics and security best practice.

5.2 Desirable

- Proficiency with an Apache/Nginx, MySQL, and PHP stack.
- Experience with the Symfony web development framework.
- Familiarity with front-end programming frameworks (e.g., VueJS, React or Angular).
- Experience with digital health and/or social media-based systems.
- Understanding of mobile app development, as we are exploring the possibility of developing a MOST smartphone app.
- Tertiary qualifications in a relevant field.

6. SPECIAL REQUIREMENTS

- Some out of hours work may be required.
- Unrestricted right to live and work in Australia.
- A current National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.
- In line with Government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required.