

## Position description:

# Principal Software Developer

### Reporting to:

AI, Automation & Software Development  
Lead

### Date:

March 2026

### Location:

Various

### The role

To design, build, and own secure, scalable software solutions by providing hands-on engineering leadership, establishing strong development standards, and growing a high-performing software engineering practice that enables business outcomes through squads

### Position accountabilities

- Hands-on software engineer/developer accountable for designing and building secure, scalable, maintainable software solutions.
- Establishing and maturing a new team from the ground up.
- Provides technical direction and sets standards across software engineering work ensuring strong practices in code quality, testing, and CI/CD.
- Owns end-to-end application lifecycle for assigned products and services.
- Design, develop, implement, and support software development & engineering solutions to meet business outcomes via squads.
- Enable the organisation in regards to software development and engineering as an enabling function and as a specialised practice.

### Knowledge, experience and skills

- Specialist expertise in modern enterprise-grade development languages.
- Strong experience with modern engineering practices: automated testing, CI/CD, secure-by-design development, code review discipline, and maintainable architecture patterns.
- Proven ability to set technical direction, design scalable systems, and champion engineering excellence (typically 7+ years or equivalent)
- Growth mindset to drive innovation. Believes in non-hierarchical culture of collaboration, transparency, safety and trust, thrives in a fast-paced environment and adjusts quickly to change

### Our purpose

Clean energy for a fairer  
and healthier world.

### What we value

Customers, Safety,  
Sustainability, People.

### Our behaviours: 'How to Be'

Be gutsy, Be a good human,  
Be in the waka.



# Meridian.

The Power to  
Make a Difference.