Position Description

Australian Medical Council Limited

Position number:	**PN193**	**Last reviewed:**	**October 2026**
Designation:	Technical Lead - Ruby on Rails & Platform Modernisation		
Classification:	Full-time	**Salary band:**	**Band 5**
Business area:	Information and Communications Technology (ICT) Services		
Reports to:	Head of Software Engineering and Architecture		
Key stakeholders:	**Internal:** Assessment Services, Accreditation, AMC Test Centre (AMC TC), Corporate Services, Executives **External:** AMC committee members, individual academics and professional bodies that provide medical training, other regulatory and standards setting bodies for the health professions, overseas trained doctors who are seeking to practice medicine in Australia, and professional bodies overseas, ICT service vendors		

Organisational purpose
The AMC's purpose is to ensure that the standards of education, training and assessment of the medical profession promote and protect the health of the Australian community.

AMC values		
• Integrity • Cultural safety	• Collaboration • Openness and accountability	• Striving for excellence • Innovation

Business area purpose
The ICT Services business area is responsible for implementing, managing and supporting ICT solutions that facilitate the achievement of the AMC and associated business areas' vision, mission and strategic objectives as well as ensuring the business continuity of its day-to-day operations.

Position purpose
The position will lead the maintenance, stabilisation and progressive modernisation of AMC's software platforms. The role combines deep Ruby on Rails expertise with hands-on technical leadership to reduce technical debt, improve operational resilience and transition appropriate capabilities from legacy monoliths to secure, modular and independently deployable services, while protecting business continuity and organisational knowledge. The role is accountable for identifying, addressing and reporting cultural safety

matters and for driving cultural safety accountability with all stakeholders across the AMC, including through collaboration with the Indigenous Policy and Programs team.

AMC commitment to cultural safety, diversity, and inclusion in the workplace

The AMC aims for a diverse workforce to reflect the Australian community we serve. We believe diversity improves ideas and results in better outcomes and our employment policies reflect our commitment to diversity and inclusion.

The AMC is committed to a working environment that is inclusive and culturally safe for all. The AMC works closely with a number of Aboriginal and/or Torres Strait Islander and Māori stakeholders. It is a requirement that staff must ensure a working environment that is inclusive and culturally safe at all times.

All AMC staff are required to participate in ongoing cultural safety training.

To ensure we meet our strategic goal of ensuring culturally safe practice to improve health outcomes, the AMC understands that we require Aboriginal and/or Torres Strait Islander and Māori Peoples in our workforce. ***The AMC encourages applications from Aboriginal and/or Torres Strait Islander and Māori Peoples for all roles advertised.***

Position responsibilities

- Lead the design, delivery and support of secure, reliable and maintainable software solutions aligned with business needs and AMC architecture standards.
- Lead the development and support of Ruby on Rails applications, including the controlled migration and decommissioning of legacy platforms.
- Provide hands-on technical leadership across application development, cloud environments, deployment automation and continuous delivery.
- Work collaboratively with stakeholders and delivery teams, communicating technical decisions clearly and taking accountability for delivery outcomes.
- Promote continuous improvement, professional practice, knowledge sharing and sustainable organisational ownership of AMC systems.
- Provide expert technical advice to ICT leadership and business stakeholders on platform architecture, technology investment, modernisation priorities, technical risk and solution options.
- Lead the development and implementation of technical standards, engineering practices and governance frameworks that promote secure, sustainable and scalable solutions across the AMC.
- Contribute to a culturally safe, inclusive and respectful workplace by ensuring technology solutions, stakeholder engagement and team practices align with AMC values and support equitable access and participation for diverse users, including Aboriginal and Torres Strait Islander and Māori Peoples.
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Required Skills and Experience

- Extensive hands-on software engineering experience across the full development lifecycle, including design, development, testing, deployment, documentation and production support.
- Expert Ruby on Rails capability, including experience maintaining and modernising complex production applications.
- Demonstrated success modernising legacy platforms, including defining service boundaries, target architectures and incremental decomposition strategies.

- Strong experience designing secure RESTful APIs, SOAP, integrations, distributed services and asynchronous or event-driven solutions.
- Strong AWS and cloud application experience, including serverless services, API Gateway, queues and containerised workloads.
- Demonstrated proficiency in CI/CD, Concourse, Jenkins, Docker, version control and automated testing.
- Experience implementing production observability through logging, monitoring, tracing and alerting.
- Strong database design, optimisation and migration experience using MSSQL and/or PostgreSQL, with an understanding of data governance, data sovereignty and culturally appropriate data stewardship.
- Knowledge of authentication and authorisation standards, including OAuth 2.0, OpenID Connect and SAML.
- Demonstrated technical leadership, architecture decision-making, mentoring and communication with technical and non-technical stakeholders.
- Willingness to undertake ongoing cultural safety learning and apply inclusive practices when engaging with stakeholders and designing technology solutions.
- Proven ability to deliver quality outcomes while balancing modernisation priorities, operational stability, security and business continuity.
- Experience with React, Node.js, Next.js, React Native or comparable modern web technologies.

Position key results area (KRAs)

1. Software Engineering and Platform Modernisation

- Develop, stabilise, maintain and improve existing Ruby on Rails applications, reducing technical debt and operational risk.
- Assess legacy platforms and recommend whether components should be retained, refactored, replaced or retired.
- Define target and transition architectures, service boundaries and incremental migration plans.
- Design and implement APIs, integrations and independently deployable services using appropriate modular, distributed and event-driven patterns.
- Lead hands-on development across application, integration, data and user-interface components.
- Ensure modernisation work maintains security, performance, maintainability and business continuity.

2. DevOps and Operations

- Establish and improve development environments, CI/CD pipelines, containerised deployments and cloud-hosted services (AWS).
- Implement monitoring, logging, tracing and operational alerting to support reliable production services.
- Maintain deployment guides, operational documentation and repeatable environment configurations.

3. Data, Security and Quality

- Design and optimise application data solutions, integrations and migrations using MSSQL and/or PostgreSQL.
- Apply data validation, integrity, access control, privacy, security and data sovereignty requirements across solutions, including appropriate governance and stewardship of Aboriginal and Torres Strait Islander and Māori data.
- Embed automated unit, integration and end-to-end testing, and support UAT and production issue resolution.

4. Architecture and Governance

- Lead application architecture decisions and ensure solutions align with AMC standards, policies and strategic direction.

- Document key decisions, API contracts, technical designs and implementation guidance.
- Provide technical input to solution proposals, feasibility assessments, risk reviews and technology evaluations.

5. Stakeholder and Delivery Management

- Build trusted relationships with internal and external stakeholders through culturally safe, inclusive and respectful engagement, including collaboration with the Indigenous Policy and Programs team, and provide authoritative technical advice to support organisational decision-making, strategic planning and technology investment decisions.
- Plan and deliver work within agreed scope and priorities, providing timely status updates and escalating risks and issues.
- Collaborate with product, quality assurance, database, infrastructure and vendor teams to achieve delivery outcomes.

6. Technical Leadership and Capability

- Mentor developers, lead code reviews and promote consistent software engineering practices.
- Facilitate knowledge sharing and technical handover to reduce key-person and vendor dependency.
- Ensure architecture, code, deployment processes and operational knowledge support long-term AMC ownership and sustainability.
- Foster an inclusive and culturally safe team environment that encourages diverse perspectives, respectful collaboration, knowledge sharing and continuous learning.
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