Position Description

Vacancy Title: **Senior Engineer – Pacific Banking**
Location:
Reports To: **None**

Objective

The role of the Senior Engineer – Pacific Banking is responsible for providing advanced technical leadership in the design, development, integration, and operation of Pacific Banking technology platforms. The position ensures the delivery of secure, scalable, resilient, and compliant engineering solutions that support the operational and strategic objectives of Pacific Banking. The role contributes to translating architectural and solution designs into practical engineering solutions while ensuring alignment with enterprise standards, regulatory requirements, and technology guardrails. The Senior Engineer also plays a key role in mentoring engineering teams, strengthening engineering capability, and promoting modern engineering practices including DevSecOps, automation, observability, and continuous improvement. Through collaboration with architects, product owners, platform leaders, and external vendors, the role supports the development and maintenance of reliable banking technology platforms that enhance customer service, operational performance, and platform stability across the Pacific Banking environment.

Outcomes

Organisational Stakeholders

1. Engineering Solution Design and Implementation

- Technical solutions are designed and implemented to support the development, enhancement, and integration of Pacific Banking technology platforms.
- Architectural and solution designs are translated into practical engineering solutions that meet system performance, reliability, and scalability requirements.
- Platform enhancements and system integrations are implemented to support evolving business and operational needs.
- Technical design decisions, development patterns, and implementation approaches are documented to ensure consistency and maintainability.
- Engineering solutions are delivered in alignment with enterprise architecture standards and technical design principles.

2. Platform Integration and Vendor System Management

- Integration and orchestration components connecting vendor systems with core banking services are designed and implemented.
- Vendor applications are configured and extended within approved technology guardrails to support platform functionality.
- Technical collaboration with vendors is maintained to support issue resolution, system upgrades, and roadmap alignment.
- Proof-of-concept initiatives and technical evaluations are undertaken to assess emerging technology capabilities and vendor solutions.
- System integration approaches ensure reliability, performance, and security requirements are consistently achieved.

3. Engineering Quality Assurance and Technical Standards

- Engineering outputs across delivery teams are reviewed to ensure adherence to established quality benchmarks.
- Technical standards, patterns, and engineering documentation are developed and maintained to support consistent technology delivery.
- Code quality, solution performance, and maintainability are promoted through structured review and feedback processes.
- Engineering best practices are reinforced through collaboration and technical leadership across development teams.
- Continuous improvement in engineering standards and delivery practices is supported across Pacific Banking technology teams.

4. Operational Reliability and Platform Performance

- Observability, automation, and resilience practices are embedded within technology platforms to enhance operational performance.
- Technology incidents are managed effectively with root-cause analysis and implementation of remediation actions.
- Platform currency is maintained through proactive patching, system updates, and reduction of technical debt.
- Platform reliability and operational stability are continuously monitored and improved.
- Engineering solutions are developed to support high system availability and service performance objectives.

5. Risk, Compliance, and Governance Assurance

- Engineering solutions comply with Westpac Group technology standards, regulatory obligations, and security requirements.
- Technology risks are proactively identified, communicated, and mitigated.
- Documentation and technical evidence are maintained to support audit and regulatory reviews.
- Engineering practices align with approved architectural guardrails and compliance frameworks.
- Risk and control requirements are embedded within engineering design and operational processes.

6. Engineering Capability Development and Leadership

- Technical mentoring and coaching are provided to engineers to strengthen technical capability across the team.
- Agile delivery, DevSecOps practices, and automation approaches are promoted within engineering teams.
- Engineering capability development initiatives are supported through knowledge sharing and technical leadership.
- Developer experience is improved through the adoption of modern tools, automation, and streamlined development pipelines.
- Contributions are made to engineering communities of practice and cross-domain technology forums.

Responsibilities - Key Competencies

Competence	Description
Business	
Business Performance	Manage the performance of the organisation.
Risk Management	Analyse and manage risk.
Change Management	Implement and manage changing situations resulting from a change in strategic/business.
Planning	Deliver results by developing, reviewing or following a work plan, action plan or operational plan.
Resource Management	Deliver results through the efficient and effective allocation and use of supplies , equipment and people.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.
Information Analysis	Make informed decisions by collecting and interpreting data and information
Documentation	Communicate using formal business writing.
Customer	
Customer Commitment	Demonstrate a commitment to customer service - both internal and external customers.
Relationship Building	Build beneficial relationships with suppliers and stakeholders.
People	
Team Orientation	Work in a team towards a common aim.
Problem Solving	Develop practical solutions to a situation.
Innovation	Use original and creative thinking to make improvements and/or develop and initiate new approaches.
Professional	
Technical Strength	Demonstrate knowledge of a specialist discipline.
Technology Application	Apply technology.

Qualifications

Qualification	Discipline	Notes
Preferred		
Degree	Computer Science, Software Engineering, Information Technology	Bachelor's degree in Computer Science, Software Engineering, Information Technology, or a related discipline.

Work Knowledge and Experience

Extensive experience in software engineering, application development, or integration engineering.

Experience working with vendor platforms within banking, financial services, or regulated environments.

Demonstrated experience translating architectural designs into technical engineering solutions.

Experience working within Agile and DevSecOps delivery environments.

Experience supporting enterprise platforms within complex technology environments.

Strong technical design and engineering leadership capability.

Experience with enterprise architecture frameworks and technology compliance standards.

Strong analytical, problem-solving, and stakeholder engagement skills.

Ability to lead engineering initiatives and influence engineering standards across teams.

Requirements

Other Required Requirements

Business Unit
Pacific Banking – Technology

Reports To
Engineering Manager / Platform Lead

Location
Suva, Fiji or Port Moresby, Papua New Guinea

Job Family
Engineering – Application Delivery and Maintenance

Interactions

Type	Interaction	Comments
Internal		
	• Engineering Manager / Platform Lead • Chief Engineer • Domain and Enterprise Architects • Pacific Banking Projects Team • Product Owners • Business Stakeholders • Risk, Compliance, and Information Security Teams	
External		
	• Technology Vendors • Platform Technology Partners • Implementation and Integration Providers	

Attributes

Behavioural Styles

Accountable	Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.
Detail oriented	Attends to the small elements of a task/activity, ensuring completeness and accuracy.

Interpersonal Styles

Forthright	Speaks out frankly without hesitation, showing a direct manner.
Team Oriented	Enjoys being with others as part of a group or team.

Thinking Styles

Challenger	Queries, tests information/beliefs and provokes thought.
Flexible/Adaptable	Readily accommodates changing circumstances, modifying own behaviour and/or views. Able to adjust easily to new conditions.

How To Apply

--

Contact for Enquiries

Contact Name: Elizabeth Cama

Contact Email: elizabeth@maxumise.com

Further Contact Information: +679 330 3137 | +679 773 3137

Closing Date: **29 Mar 2026**