

## Senior Software Developer - Museum Digital Experiences

### Five-year fixed term

Help shape the Canterbury Museum visitor experience for years to come.

As we prepare to open the new Museum, we're building a new generation of digital experiences that will connect visitors with stories, collections and knowledge in engaging and meaningful ways.

We're looking for a Senior Software Developer to help design and build a visitor platform from the ground up. Working alongside the Head of Technology, you'll have significant influence over the technologies, architecture and ideas that shape the future Museum digital experiences.

You'll work on projects such as:

- Mobile experiences that complement physical exhibitions
- Indoor wayfinding and location-aware content
- Audio guides and digital storytelling
- AI-powered tools that help visitors discover and explore collections
- Internal tools that help Museum teams share knowledge and work more effectively.

This is an opportunity to experiment, prototype and test ideas with staff and visitors as we prepare for the opening of the new building. Some projects will reach thousands of visitors; others will quietly improve how the Museum works behind the scenes.

We're looking for someone who enjoys solving complex problems, learning new technologies and building products that people will want to use. React or React Native experience is desirable, but we're more interested in applicants who can choose the right tool for the job and aren't afraid to explore new approaches.

**To find out more about this position and how to apply please visit the Working at the Museum page on our website [canterburymuseum.com](https://canterburymuseum.com)**

**To be accepted applications must be in the specified format and include all the information requested, including a link to your GitHub or GitLab profile. Please email your application to [SSDApplication@canterburymuseum.com](mailto:SSDApplication@canterburymuseum.com) by 5.00 pm on Sunday, 12 July 2026.**



### How to Apply

Applications are invited by letter with attached Curriculum Vitae. The letter should include your own assessment of your suitability for the position and an indication of when you are free to take up duties. You should also state whether or not you have any criminal convictions or have any hearings pending. The Curriculum Vitae should include information about your experience and qualifications and the names and contact details (address, email and telephone numbers) of two or three people who are willing to assess the applicant's merits if confidential reference is made to them. Please also include a link to your GitHub or GitLab profile.

Your application should be addressed to **Anthony Wright, Tumuaki Matua | Director**, and emailed to:

**[SSDApplication@canterburymuseum.com](mailto:SSDApplication@canterburymuseum.com)**

Applications will close at 5.00 pm on Sunday, 12 July 2026.

## **Conditions of Employment**

Conditions of employment will be set out in a standard Canterbury Museum Individual Employment Agreement if you are offered a position. Applicants must have, or be eligible for, a New Zealand work visa.

Confirmation of employment will be subject to a satisfactory response to the Ministry of Justice's 'Request by a Third Party under the Official Information Act for a copy of criminal convictions held' (required by the Museum's Security Policy).

# Whakaahuatanga tūnga | Position Description

## Kaihanga Pūmanawa Matua | Senior Software Developer



Role Title:	Kaihanga Pūmanawa Matua   Senior Software Developer
Date:	January 2026
Group:	Technology
Reports to:	Upoko Hangarau   Head of Technology
Direct Reports:	N/A
Band:	
Hours:	40 hours per week, Monday to Sunday, with flexibility Five-year fixed term contract

*He kōpapa taonga, he pātaka korero, hei kai mā Waitaha, hei kai mā te ao*

*A storehouse of treasures, a repository of knowledge for Canterbury and for the world*

### Ā Mātou Mahi | What We Do

Canterbury Museum is a charitable trust governed by the Canterbury Museum Trust Board. It opened to the public in 1867 and has been on Rolleston Avenue since 1870. The Museum closed to the public in early 2023 and is currently undergoing redevelopment. A pop-up Museum opened at 66 Gloucester Street in mid-2023.

The Museum acquires and cares for worldwide collections of human and natural history, with a focus on the Ngāi Tahu rohe, Waitaha Canterbury and the Antarctic. Before closing for redevelopment, the Museum was one of the premier tourist attractions in Te Waipounamu (South Island). It welcomed several hundred thousand visitors each year to explore the diversity of the natural world and Aotearoa New Zealand's cultural heritage, while also providing a window on the rest of the world.

Canterbury Museum also owns and operates *Quake City*, and *Ravenstar House Museum*.

The Museum aims to:

- Create an interactive, experiential journey for visitors.
- Provide our visitors with friendly, high-quality service, ensuring equitable access to all.
- Reach out to children and adults of all ages and provide learning experiences in an informative and enjoyable setting.
- Build and properly care for the collection of priceless taonga we hold in trust for the community.
- Undertake high-quality, relevant research on our collections and disseminate results to the widest possible audience.
- Work with iwi in the spirit of Te Tiriti o Waitangi (Treaty of Waitangi), embodying concepts such as mauri, kawa, mana and wairua.
- Work with a range of partnerships that integrate us into the wider community.
- Provide maximum community benefits from the resources available.
- Uphold and adhere to the highest professional standards of best practice.
- Provide staff with the learning and professional development opportunities required to enable them to carry out their work.

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### Ō Mātou Tikanga | The Values We Live By

- We actively ENGAGE with our visitors and the wider Waitaha Canterbury community.
- We are committed to working COLLABORATIVELY with our communities and with each other.
- We are committed to ACCOUNTABILITY in all our actions.
- We always act with INTEGRITY for our people, our taonga and the environment.

### Ngā Tohu Hākori | Bicultural Competencies

Canterbury Museum is committed to the principles of Te Tiriti o Waitangi. Our work with Te Rūnanga o Ngāi Tahu serving the Waitaha Canterbury region reflects this.

Canterbury Museum staff, research fellows, volunteers, board and contractors are expected to:

- Maintain a level of cultural competency specific to the role and contribute to the cultural and social cohesion between internal and external people and groups.
- Understand and engage with the principles of Te Tiriti o Waitangi and its implications.
- Understand and engage with obligations to upholding the principles of Te Tiriti o Waitangi.
- Display cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Māori.
- Have an awareness of ethnic and cultural differences, social, political and religious beliefs.
- Respect diversity amongst internal and external people and groups.

### Tūnga Whāinga | Position Purpose

Reporting to the Head of Technology, the Senior Software Developer will contribute to the design and development of software that support the Museum’s digital experiences, internal systems integrations and future visitor technologies.

The position will also explore emerging technologies to enhance access to the Museum’s knowledge and collections and enhance and support staff productivity.

The Senior Software Developer works closely with other technical staff and external partners to build robust and scalable digital platforms.

### Ngā Pātahitanga Matua | Key Relationships

<i>Internal</i>	<i>External</i>
Head of Technology	Technology vendors and software providers
IT Technician/Systems Administrator	Technology developers
Museum Team (all staff)	Digital experience designers

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**Kaihanga Pūmanawa Matua | Senior Software Developer**



**Ngā Wāhi Matua o te Whakatau Ā-Rangatira | Key Areas of Accountability**

Areas of Accountability	Deliverables/Expected Results/Outcomes <i>Being personally responsible for:</i>
Application Development	<ul style="list-style-type: none"> <li>• Design and develop cross-platform applications to support visitor engagement and digital experiences.</li> <li>• Design and develop applications to support Museum staff with day-to-day tasks.</li> <li>• Ensure applications are scalable, maintainable and accessible to diverse audiences.</li> <li>• Integrate applications with internal systems and digital collection platforms.</li> </ul>
Systems Integration	<ul style="list-style-type: none"> <li>• Assist with development of a central API platform connecting the Museum’s core systems.</li> <li>• Assist with the integration of systems such as collections databases, visitor systems, ticketing platforms and digital archives.</li> <li>• Develop secure and well-documented APIs to enable internal and external data access.</li> <li>• Work with curators and researchers to enable new forms of digital interpretation.</li> </ul>
Software Architecture and Quality	<ul style="list-style-type: none"> <li>• Establish and maintain development standards, code quality practices and documentation.</li> <li>• Design scalable architectures that support peak visitor numbers and long-term growth.</li> <li>• Ensure security and privacy best practices as part of software design.</li> </ul>
Research and Innovation	<ul style="list-style-type: none"> <li>• Prototype new digital experiences and technologies for exhibitions and visitor management.</li> <li>• Prototype new tools and solutions for internal staff digital uplift.</li> <li>• Evaluate emerging technologies relevant to museums, digital storytelling and collections access.</li> <li>• Contribute to the Museum’s digital strategy and innovation initiatives.</li> </ul>
Personal and professional development	<ul style="list-style-type: none"> <li>• Keep up to date with professional information and literature.</li> <li>• Participate in all relevant training and development opportunities.</li> <li>• Identify personal development training opportunities and, in agreement with your manager, attend relevant training.</li> </ul>
Museum excellence	<ul style="list-style-type: none"> <li>• Adhere to Museum policies and procedures, guidelines and house rules.</li> <li>• Adhere to professional standards, practices and codes of ethics.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Promote excellent customer service by living the Museum’s values and objectives.</li> <li>• Work to ensure the Museum is a responsible tourism destination.</li> <li>• Proactively seek continuous improvement to further enhance the visitor experience.</li> <li>• Promote and maintain excellent internal working relations.</li> <li>• Adhere to the Museum’s health and safety practices and always remain aware of all health and safety matters.</li> </ul>
Record Management and Archiving	<ul style="list-style-type: none"> <li>• Create records, both paper and electronic, as appropriate to your role.</li> <li>• Take ownership of and responsibility for the management of your own Records and Archives following best practice records management procedures.</li> </ul>
Health, safety and sustainability	<ul style="list-style-type: none"> <li>• Maintain the highest standards of health and safety. Take reasonable care that your own acts or omissions do not adversely affect the health and safety of other persons.</li> <li>• Report all accidents and reportable incidents.</li> <li>• Comply, as far as is reasonably able, with any reasonable instruction that is given to allow the organisation to comply with the Health and Safety at Work Act 2015 and its amendments.</li> <li>• Co-operate with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to staff.</li> <li>• Participate in Health and Safety training, including fire and evacuation training and participating in drills as required.</li> <li>• Be aware of risks that may impact the role.</li> <li>• Ensure compliance with security requirements.</li> <li>• Act in a responsible and sustainable way, minimising our negative environmental impact.</li> </ul>
Other Duties	<ul style="list-style-type: none"> <li>• Undertake other duties commensurate with the role as reasonably requested by your manager from time to time. Perform such duties in a timely, accurate manner and in accordance with organisational policies and procedures.</li> </ul>

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**Tauwhāititanga Tangata** | Person Specification

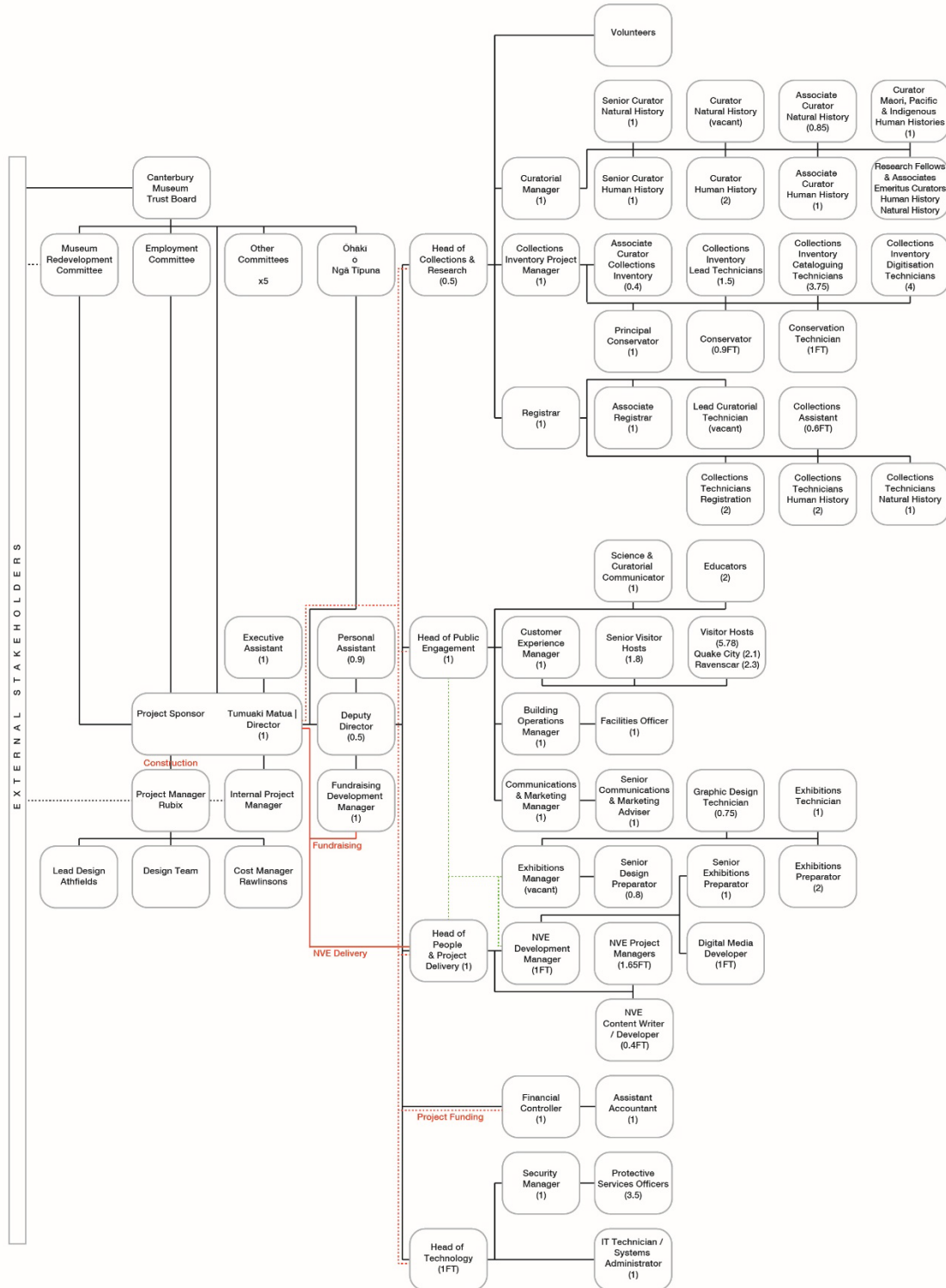
<i>Knowledge, Skills, Experience</i>	<i>Essential</i>	<i>Desirable</i>
Strong software architecture and system design skills.	✓	
Ability to translate organisational needs into technical solutions.	✓	
Mobile application development skills.	✓	
Web service architecture skills.	✓	
Desktop application development skills.		✓
Understanding of modern software development practices.	✓	
Artificial Intelligence and machine learning platform experience.		✓
Database design and optimisation skills.		✓
Experience with large datasets or digital collections.		✓
A passion for how technology can deliver potent and highly effective outcomes.	✓	
Ability to work collaboratively with technical and non-technical teams.	✓	
An active member of the local technology community, who maintains currency with emerging technology, trends and best practices.	✓	
A progressive thinker with an understanding of agile methodologies.	✓	
Objective, outcome-orientated, committed, ethical and hands-on as required.	✓	
High-level planning, problem-solving and analytical skills.	✓	
Well-developed financial literacy and financial management skills.		✓
An understanding of and commitment to health & safety and environmental impacts.	✓	
A commitment to New Zealand's cultural heritage and Māori tikanga.		✓
Empathy for the aims and values of Canterbury Museum.	✓	
Initiative, vision, drive and an openness to ongoing learning.	✓	
A relevant tertiary or professional qualification.		✓

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organisational chart



March 2026