



Database Developer

JOB OVERVIEW

The Position

Scotch College is seeking an experienced Database Developer to join our Information and Learning Technologies team. This is a permanent full-time position working from 8:00am to 4:00pm Monday to Friday.

About the role

Reporting to the Head of Technology, this role is responsible for developing and supporting the College's databases, systems integrations, applications and reporting solutions. The position plays a key role in ensuring data is secure, accessible and effectively used to support decision-making, operational efficiency and continuous improvement across the College.

Working closely with stakeholders across the School, the Database Developer will lead data and systems initiatives, support the Synergetic Student Information System, develop reporting and analytics solutions, and identify opportunities to improve processes through automation and emerging technologies.

A full job description is available on our website: <https://www.scotch.wa.edu.au/employment/working-at-scotch>

Key Responsibilities

- Administer and enhance the Synergetic Student Information System and related databases.
- Develop and maintain integrations between College systems and third-party platforms.
- Design and deliver reporting, analytics and business intelligence solutions that support informed decision-making.
- Develop and support custom applications, automation tools and digital solutions.
- Maintain high standards of data governance, privacy, security and system performance.
- Partner with stakeholders across the College to identify opportunities for innovation and continuous improvement.

About you

You are a technically capable and solutions-focused professional who enjoys solving complex problems and working collaboratively with others. You will bring:

- Experience in database development and administration, ideally using Microsoft SQL Server.
- Experience with systems integration, APIs and application development.
- Strong analytical and problem-solving skills.
- Excellent communication and stakeholder engagement skills.
- A commitment to data security, quality and continuous improvement.
- The ability to manage competing priorities and work both independently and as part of a team.
- Demonstrates a commitment to child safety, wellbeing and the values of the College.

Qualifications and Requirements

- Tertiary qualification in Computer Science, Information Technology, Software Engineering or a related discipline, with a minimum of five years' experience in a database administration, systems integration or application development role.
- Demonstrated experience working with SQL Server databases, reporting solutions and enterprise business systems.
- Strong understanding of data governance, information security and privacy principles, with the ability to develop practical and effective technology solutions.
- Experience with Synergetic or similar school-based systems such as SEQTA, Edval, Solver, OrgView or Crystal Reports will be highly regarded.
- Experience within an education environment and/or knowledge of identity and access management technologies (Azure AD/Entra ID, SSO, SCIM, LDAP) is desirable.

Why Join Scotch College?

Scotch College offers a collaborative and supportive working environment, with the opportunity to contribute to meaningful digital transformation, improved data capability and whole-school decision-making. The role provides scope to work across diverse systems, develop practical solutions, and support the ongoing improvement of academic, operational and business processes.

Our employee value proposition reflects our commitment to staff through our strong sense of community, supportive culture, meaningful work and opportunities for growth. Staff in this role enjoy working across a diverse technology environment, contributing to projects that make a genuine impact on the College community, while benefiting from:

- Morning tea and lunch provided daily during term time.
- Up to six days of gifted leave each year.
- Professional learning and development opportunities.
- Free onsite parking and convenient access to Swanbourne train station.
- A collaborative and supportive workplace culture.

About Scotch

Scotch College Western Australia is one of Australia's leading independent schools, with a 128-year-old history of academic excellence. Nestled in leafy Swanbourne on 22 spacious hectares, the College caters for 1600 students in Pre-Kindergarten to Year 12, including over 140 boarders from across the world.

We are an International Baccalaureate (IB) World School that offers a learning programme based on the Western Australian and Australian Curriculum and a choice in Years 11 & 12 of three pathways: WACE, VET or IB Diploma.

Scotch College weaves longstanding traditions and Christian values with contemporary education to foster global citizens. We are well-known for our incredible breadth of education and our supportive community.

We believe in lifelong learning and offer all staff boundless opportunities to build new skills and develop their career. Each day at work, you will access advanced technologies, work within state-of-the-art facilities, and collaborate with staff who are leaders in their areas of expertise.

Discover our abundant staff benefits at <https://www.scotch.wa.edu.au/employment/working-at-scotch>

Application Information

Applications should be submitted via SEEK website with a cover letter addressed to the Headmaster and your current resume. Cover letters should be a maximum of one page addressing the key selection criteria above and why you would like to work as a Database Developer at Scotch College and what you would bring to the role.

The successful candidate will be required to provide evidence of a current Working with Children Check (WWCC) and a current Police Clearance.

Scotch College takes child protection seriously. All candidates for roles at Scotch College are subject to screening and assessment against child safety standards as part of the recruitment process.

Further information can be found on the Scotch College website: www.scotch.wa.edu.au/view/employment

Closing Date: Thursday 16 July 2026

Enquiries regarding the application process

Emma Kinsey, People & Culture Advisor

Tel: 9460 6947 Email: people@scotch.wa.edu.au

Enquiries regarding professional and cultural expectations of the position

Virat Shah, Head of Technology

Tel: 9460 6880 Email: Virat.Shah@scotch.wa.edu.au