

POSITION DESCRIPTION

Cloud & Software Architect

July 2026

Team	Department
Architecture	Technology Services
Reports to	Direct reports
Head of Architecture	NIL
Employment type	Location
Permanent – Full Time	Hybrid Working (3:2 Office/WFH) Primary Location: Melbourne
Award	
Banking, Finance & Insurance Award Level 4	

Who are we

At Latrobe Health Services, we're all in, for our members, our communities and each other. And as a team, we're all in on creating a place where everyone feels valued, supported and included.

As a not-for-profit member-owned health fund, we're trusted by more than 110,000 Australians through every stage of their health and wellness journey, showing up in the moments that matter and giving back to the communities we're part of.

Our ambition is simple, to be a leading not-for-profit health insurer, improving health and wellbeing outcomes for all Australians. We bring this to life through our values of Courage, Connection, Curiosity and Care and the way we show up, All In. All Day.

Why this role matters

We build AI-first, cloud-native software and technology platforms that power Latrobe Health Services to deliver world-class customer and employee experiences. The Cloud & Software Architect is responsible for delivering high-quality software and cloud engineering outcomes in support of these business objectives, with a strong focus on clean, testable, maintainable code and event-driven, serverless, cloud-native solutions.

Reporting to the Head of Architecture, this is a hands-on technical leadership role with no direct reports. It is the conduit between Solution Architects and the software and platform engineers who build business and platform capabilities across Dynamics 365, web, mobile, and Azure, translating architectural vision into shipped, production-quality systems and ensuring what is designed is what actually runs. The role works across every engineering stream, taking on the highest-leverage problems and lifting the standard of engineering around it.

This role is also the key driver of AI-driven software engineering practice at LHS. We are transitioning to agentic, spec-driven development, where engineers direct AI agents and maintain the systems that produce software rather than writing all of it by hand. The Cloud & Software Architect works fluently this way and pushes the practice forward, building the guardrails, specifications, and architectural practices that let agents move at speed without eroding the system, uplifting productivity and efficiency while maintaining software engineering best practice and adhering to DevSecOps standards.

We believe good engineering practice matters more in the age of AI, not less: agents amplify whatever system they work in, so clean systems get faster and messy ones get worse. Making ours the kind that compounds is the heart of this role.

What you'll be doing

Technical Design & Architecture Alignment

- Translate solution architecture into Detailed Technical Designs, clear, build-ready components and into shippable code, ensuring what is on the whiteboard is what is running in production.
- Define microservices, event-driven interactions, APIs, data models, and system behaviours, applying patterns such as event-driven architecture, distributed systems design, and real-time / near-real-time processing (telemetry, asset state, streaming events).
- Keep the platform architecture adaptable as the business changes favouring low coupling, high cohesion, and strong boundaries so systems are resilient, easy to build on, and easy to maintain.
- Make tactical technical decisions within established architectural guardrails (library choices, implementation approaches, refactor timing), and know when to escalate to the Head of Architecture.
- Lead design walkthroughs, reviews, and technical decision-making, ensuring alignment with performance, scalability, reliability, security, and safety requirements.

Hands-On Engineering

- Work hands-on in the codebase across engineering streams (D365, web, mobile, Azure) on the problems that matter most: the AI capability layer, the data contracts that hold the platform together, and ongoing platform modernisation.
- Lead the architecture and implementation of new API layers on the Azure-hosted platform, working across backend systems, APIs, and data integrations in a high-scale environment.
- Build full-stack infrastructure for AI prototypes and MVPs (backend services, APIs, front-end interfaces), then debug, optimise, and evolve them into stable, production-ready systems.
- Lead the hardest code reviews and pair on complex debugging and integration problems improving both the code and the engineer who wrote it.

AI-Driven Engineering Practice

- Champion agentic, spec-driven development: build the guardrails, specifications, context engineering, and test coverage that let AI coding agents move fast without breaking things, and push the practice forward across the team.



- Build AI agents in collaboration with engineers, apply AI-native tooling actively in your own work and the team's, and keep a forward view of where AI engineering is heading including early-access technology from partners such as Microsoft and GitHub.
- Uplift engineering productivity and efficiency through AI-driven practices while maintaining engineering best practice and DevSecOps standards.

Engineering Quality, Security & Reliability

- Own technical execution quality across the organisation code review standards, architectural pattern adherence, testing rigour, observability, and operational readiness and build a culture of engineering craftsmanship where the team holds the bar even when no one is watching.
- Embed DevSecOps and secure software development practices into everyday engineering, in line with LHS cybersecurity standards.
- Design for reliability and observability from the start, and drive platform reliability: uptime, performance, security posture, incident response, and post-mortems that change things.
- Apply production discipline before anything goes live runbooks, monitoring, and rollback plans and be in the trenches during incidents.

Delivery Collaboration & Capability Uplift

- Partner with Value Stream Leads on sprint planning, capacity, estimation, and delivery tracking bringing the technical truth to their delivery discipline and shape Epics and User Stories in Jira that are grounded in the architecture and structured to create real learning opportunities for engineers.
- Mentor engineers at all levels through influence rather than line management growing juniors into mids, mids into seniors, and helping seniors think like tech leads.
- Run regular Deep Dive sessions on emerging practice AI-assisted development, architecture patterns, or other topics worth sharing.
- Collaborate directly with technology and managed service partners such as Microsoft etc.
- Communicate clearly with a wide range of stakeholders, in person and in writing, without hiding behind jargon and challenge decisions directly and respectfully.

How you'll work with others

- Bring our All In. All Day. mindset to your work, showing up with care, curiosity, courage, and a focus on connection in everything you do.
- Build strong relationships across the business, working collaboratively and bringing others with you to achieve shared outcomes.
- Stay organised and focused, managing your priorities to consistently deliver on expectations and support team goals.
- Contribute to a positive, inclusive team environment where people feel supported to do their best work, whether working independently or as part of a team.

How you'll approach your work

- Take ownership of your work, following through on commitments and delivering on expected outcomes.
- Share information and support your team to keep things moving and stay aligned.



- Work in line with our policies, procedures, and regulatory requirements, doing the right thing for our members, our team, and our business.
- Stay aware of risk, compliance, and privacy responsibilities relevant to your role.
- Speak up early if something doesn't feel right, and take action to address issues or escalate where needed.
- Set goals and take ownership of your growth, continuing to learn and improve.

How you'll make decisions

- Use sound judgement, data, and insights to make informed decisions that support strong outcomes.
- Consider the impact of your decisions on members, colleagues, and the broader business.
- Make fair, objective decisions that align with our priorities and risk approach.
- Know when to take action, and when to involve others, escalating or delegating where needed.

What you'll bring

Qualifications & Experience

- Bachelor's or postgraduate degree in Computer Science, Information Technology, or a related field.
- 6+ years of cloud and software engineering experience, including 3+ years leading cloud and software engineering design.
- Principal-level practitioner: technically strong, adaptable across stacks, and able to lead delivery independently with a strong track record executing on technical direction set by architects or senior technical leadership.
- Designed and delivered complex systems across multiple value streams and industries, from architecture through to production, including shipped production systems on Azure or comparable cloud infrastructure (ideally multi-tenant SaaS).
- Experience working in an Agile software development environment.

Relevant Skills

Software Engineering & Architecture

- Deep working knowledge of microservices, cloud-native design patterns, distributed systems, and API-first development (REST and asynchronous/event-based interfaces).
- Experience in event-driven and real-time processing environments, with strong systems thinking across end-to-end workflows and state transitions.
- Strong ability to produce low-level, developer-ready designs not just high-level architecture.
- A foundation in SOLID design and XP-style practice: test-first development, continuous integration, small batches, and shared ownership.
- Knowledge of a diverse range of testing concepts and frameworks, how to structure code to enable testing, and hands-on experience writing tests (essential).

Cloud, Platform & DevSecOps

- Strong proficiency in programming languages relevant to Azure development, C#/.NET preferred; Python, Java, or TypeScript also considered with a technology-agnostic mindset across open-source and Microsoft ecosystems.



- Solid understanding of cloud infrastructure concepts, including compute, storage, and environment management.
- Experience with GitHub Actions or Azure DevOps for CI/CD workflows (essential); Azure API Management experience developing, publishing, and integrating RESTful APIs highly regarded.
- Strong familiarity with observability, monitoring, SRE practices, and incident response.
- Knowledge of cybersecurity principles, secure software development, and DevSecOps practices.

AI Engineering

- Practical experience directing AI coding agents to ship production software and building the guardrails and architectural practices that make it safe at scale.
- Exposure to AI/ML platforms, agentic workflows, or LLM-based product features; experience with GPT-based solutions using Azure OpenAI or Claude highly regarded.
- Apply AI tooling actively in their own work and to help their team work better.

Leadership & Communication

- Proven ability to coach, support, and mentor engineers at all levels through technical influence.
- Excellent verbal and written communication skills, with the ability to articulate complex technical concepts to non-technical stakeholders.
- Ability to influence and uplift engineering standards, testing, observability, security, and deployment practices across teams.

Technical Requirements

- C# / .NET (Core / 6+) strong hands-on background.
- Azure cloud and AI Foundry platform.
- AI platforms such as Claude, Cursor or Chat GPT .
- Event-driven architecture, messaging systems, and distributed systems / microservices design.
- Real-time data processing (telemetry, asset state, streaming events).
- GitHub, Azure ADO and CI/CD pipelines.
- Postman, Playwright, JMeter testing tools.
- Xray, Azure Test plans or Allure TestOps test case management tools.
- JIRA or Azure Boards.
- Dynatrace, Azure AppInsight, Splunk.

Preferred Certifications

- Microsoft Certified: Azure AI Engineer Associate
- Microsoft Certified: Azure Administrator Associate (highly desirable).
- Microsoft Certified: Azure Solutions Architect Expert (highly desirable).

Compliance responsibilities

We all play a role in doing things the right way. This includes:

Private Health Insurance Code of Conduct



- Working in line with the Private Health Insurance Code of Conduct and related policies and procedures.

Information Security

- Taking responsibility for managing information security risks within your relevant area.
- Ensure appropriate security controls are in place, working effectively, and kept up to date.
- Support assurance activities by providing access to relevant information, documentation, and people when needed.
- Work with risk, compliance, and audit teams who provide independent oversight and assurance.

Mandatory checks

Before you start employment with us, there are a couple of requirements to be aware of:

- We'll complete an Australian Police check as part of our onboarding process.
- You'll need Australian working rights (citizenship, permanent residency, or a valid visa).

