

Position Description:

Position Title: Senior C++/COM Developer

Location: Sydney

Employment Type: Full-time

Reports To: CTO (Functional) / Technical Delivery Director (Operational)

About Janusnet

Founded in 2004, Janusnet is a global leader in information security, trusted by government, defence, and commercial customers worldwide. We deliver practical and reliable solutions that empower organisations to control and safeguard sensitive data. Our mission is to make information security accessible, dependable, and cost-effective. With a strong focus on customer service, we're recognised for upholding the highest standards of support and ensuring client needs are always prioritised. Janusnet is committed to providing innovative solutions and maintaining compliance with ethical standards to preserve the trust and safety of all stakeholders.

Position Purpose

The Senior C++ / COM Developer is responsible for the end-to-end design, development, enhancement and lifecycle management of Janusnet's security software products. The role provides technical leadership in the development of new products, enhancement of existing solutions and modernisation of core platforms to support the company's strategic objectives.

Working within a highly specialised engineering environment, the position contributes to product strategy, software architecture and technical innovation while ensuring products remain secure, scalable, maintainable and aligned with the evolving requirements of government, defence and critical infrastructure customers.

The role is accountable for delivering high-quality software solutions from concept through to deployment and ongoing support, applying secure software development practices and continuously improving products, engineering standards and development processes.

Key Accountabilities

1. Product Development & Delivery

- Design, develop, test and maintain C++/COM-based software products and associated documentation.
 - Deliver new products and enhance existing platforms.
 - Contribute to product architecture, technical roadmaps and platform modernisation.
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- Produce secure, scalable and maintainable code throughout the software development lifecycle.

2. Product Innovation & Continuous Improvement

- Lead or contribute to strategic product initiatives, including Desktop DLP, RDP, AI capabilities, cloud modernisation and emerging security technologies.
- Research customer requirements and emerging technologies.
- Improve development processes, documentation, engineering standards and technical resilience.

3. Technical Support & Collaboration

- Support product deployments and Level 2/3 technical escalations.
- Collaborate with Development, Testing, Support and Product teams to deliver customer-driven enhancements.
- Provide technical expertise to support successful product delivery and operational continuity.

4. Security & Compliance

- Develop software using secure software development practices.
- Support compliance with DISP, NIST SP 800-218, Secure by Design and other applicable security frameworks.
- Contribute to secure design, coding, testing and risk-based software engineering practices.

5. Stakeholder & Business Contribution

- Work closely with internal stakeholders to align technical solutions with business objectives.
- Contribute to strategic planning and the long-term product roadmap.
- Demonstrate commercial awareness and support the evolving needs of government, defence and critical infrastructure customers.

Key Relationships

CTO	Strategic direction, product priorities and business alignment.
Technical Delivery Director	Day-to-day technical leadership, work allocation, mentoring and delivery oversight.
Software Development Team	Collaborate on software development, code reviews and technical solutions.
Testing Team	Coordinate testing, quality assurance and product releases.
Technical Support Team	Resolve technical issues, support customer deployments and implement product enhancements.

Operations Team	Coordinate product releases, operational activities and continuous improvement initiatives.
Technology Partners <i>(where required)</i>	Collaborate on technology integration, product development and strategic initiatives.

Skills & Experience

- Extensive commercial experience developing software using C++.
 - Strong experience developing Microsoft COM and Windows desktop applications.
 - Experience delivering commercial software across the full software development lifecycle.
 - Commercial experience developing COTS software using C#.
 - Strong object-oriented analysis, design and development skills.
 - Experience with Agile software development methodologies.
 - Experience using source control, CI/CD and automated build processes.
 - Strong debugging, troubleshooting and performance optimisation skills.
 - Experience developing secure software using secure-by-design and risk-based engineering principles.
 - High-quality technical documentation and adherence to engineering standards.
 - Experience with Data Loss Prevention (DLP) or information security products.
 - Experience with Microsoft security technologies, Windows Services and third-party SDK integration.
 - Experience with Kubernetes or other cloud-native platforms.
 - Experience working within Government, Defence or Critical Infrastructure environments.
 - Knowledge of security and compliance frameworks including NIST SP 800-218, DISP, ISM, Secure by Design and Zero Trust principles.
 - Experience researching, designing and implementing innovative technical solutions to meet emerging customer and market requirements.
 - Strong commercial awareness and an understanding of balancing technical excellence with customer and business outcomes.
 - Utilization of AI to improve code quality, security and documentation.
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Qualifications

- Bachelor of Engineering, Software Engineering, Computer Science or equivalent professional experience.
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Security Requirements

- Australian Citizen.
 - Ability to obtain and maintain an Australian Government Baseline Security Clearance.
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Personal Attributes

- High attention to detail.
 - Strong analytical and problem-solving skills.
 - Curiosity and a passion for innovation.
 - Commercial awareness.
 - Ownership and accountability.
 - Ability to work independently and take the lead where required.
 - Open-mindedness and willingness to challenge conventional thinking.
 - Continuous improvement mindset, and the ability to document work to a high standard.
 - Strong planning and organisational skills.
 - Excellent written and verbal communication skills.
 - Collaborative working style.
 - Commitment to quality.
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Alignment with Janusnet Culture

- At Janusnet, we value people who take ownership, think critically and deliver high-quality outcomes for our customers. Employees are customer-focused, technically excellent, quality-driven, commercially aware, automation-minded and agile in their approach to solving problems and delivering results.
 - Our culture is built on integrity, accountability and professionalism. We take ownership of end-to-end outcomes, embrace innovation and continuous improvement, collaborate openly across teams, and actively contribute to strengthening Janusnet's engineering capability, processes and culture.
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Expected Outcomes of this Role:

- Accelerate delivery of Janusnet's strategic product roadmap.
- Reduce dependency on individual technical resources.
- Improve product quality and maintainability.
- Increase development capacity.
- Support cloud modernisation initiatives.
- Strengthen software security and compliance.
- Deliver innovative product capabilities aligned with emerging customer requirements.
- Improve engineering processes, documentation and technical resilience across the organisation.