بسم الله الرحمن الرحيم

Pension Office

TERMS OF REFERENCE

1. INTRODUCTION

Post: Lead Software Engineer

Post Type: Permanent
(Initial contract shall be for a period of 1 (one) year. The contract shall be extended or made permanent based on performance, upon successful completion of one year.)

Department: Software Engineering

2. REPORTING RELATIONSHIPS

The Lead Software Engineer will report to the Manager, Software Engineering.

3. OVERALL RESPONSIBILITIES

Lead Software Engineer will be responsible for all the activities related to the idea generation, development, implementations, integrations, maintenance and support of all the internally developed applications and services.

3. SCOPE OF WORK

- Develop ideas for new services, applications, or features by monitoring industry developments and trends.
- Work closely with stakeholders to understand business requirements and help translate those into user stories.
- Design, develop, test, deploy, maintain, improve and configure applications and services to meet business process and application requirements.
- Manage individual priorities, deadlines, and deliverables.

- Contribute to software development efforts from planning & organization to execution and delivery to solve complex problems.
- Write and manage code for applications, create fast, easy-to-use, high volume production ready applications, and develop prototypes quickly.
- Build libraries and frameworks required to speedup the development process.
- Review code developed by other developers and provide feedback to ensure best practices (e.g., style guidelines, checking code in, accuracy, testability, and efficiency).
- Triage product or system issues and debug/track/resolve by analyzing the sources of issues.
- Participate in continuing education and training to remain current on best practices.
- Take lead on projects, planning, training and documenting technical specifications as needed.
- Assist the development team in the design, development, coding, testing and debugging of applications.
- Keeping abreast of new software technologies, as well as conforming to best practices in cybersecurity.
- Mentor Team members and ensure they adhere to determined software quality standards.

4. REQUIRED QUALIFICATIONS AND EXPERIENCE

- A Bachelor's degree or higher in software engineering or a related field.
- 5 years of proven work experience in the field of software engineering.

    OR

- A professional certification in software engineering or related field.
- 8 years of proven work experience in the field of software engineering.

5. REQUIRED SKILLS

- In depth knowledge of a Javascript Framework (Eg: NestJS, NuxtJS, etc).
- In depth knowledge of a CSS Framework (Eg: TailWindCSS, Bootstrap, Semantic UI, etc).
- In depth knowledge of a Relational Database (Eg: MySQL, MSSQL, Google CloudSQL, etc).
- In depth knowledge of a Cloud Platform (Eg: Google Cloud Platform, Microsoft Azure, Amazon Web Services, etc).
- In depth knowledge of Scrum and Jira.
- In depth knowledge of Devops.

5. DESIRED SKILLS AND COMPETENCIES

- Solid software development background including design patterns, data structures, and test driven development.

- Knowledge of best practices related to secure development and cybersecurity.

- Experience in designing software architectures for scalability, reliability, and performance.

- Knowledge of microservices architecture.

- Experience in developing, deploying, and integrating software solutions.

- Ability to handle multiple, competing priorities in a fast-paced environment, and navigate ambiguity.

- Exceptional interpersonal and communication skills.

- A passion for improving application performance and systems debugging.

- Ability to keep up with software industry trends and innovation.