



Terms of Reference - Software Developer

Post: Software Developer

Post Type: Contract based. The contract will be renewed on successful completion of performance appraisal at the end of year

Department: Information Systems

Reporting Relationships

The Software Developer will report to the Head, IS Department. He/she will also work closely with other members of the IS team.

Scope of Work

- Contribute in the creation and improvement of all currently-used software at HMH.
- Engage actively in the design and development of software to produce high performance, fast-loading, user-focused, and data-rich online apps.
- Collaborate with IS and other department teams to improve processes, implement best practices, and ensure software quality.
- Troubleshoot, debug and upgrade existing softwares.
- Deliver developed and tested software applications within the given deadlines.
- Create technical documentation for reference and reporting

Qualifications and Experience

- A Bachelor's Degree or equivalent professional qualification in Software Engineering or Information Technology.
- Minimum 3 years of experience in software development. Preferably web application development.
- A Master's Degree in Software Engineering or Information Technology.



Desired Skills and Work Experience

- Experience with back-end development framework and tools;
 - 2 years' hands-on experience with an MVC framework - Laravel (preferred) / Symfony / CakePHP.
 - Expert knowledge in databases and data modelling, preferably MS SQL Server, MySQL, PostgreSQL.
 - Thorough knowledge of software security concepts and performance optimization techniques.
 - Experience in containerization tools such as docker (preferred) or Kubernetes
 - Experience in unit testing techniques and Continuous Integration
- Experience with front-end development, especially with respect to User Interface (UI) Design and User Experience (UX) Design and development;
 - Strong experience in HTML5/CSS3/SASS/LESS and related front-end frameworks and web design patterns and layouts. Doc ID: 6ace2bab75d37661411ac93ec3d0a4aa1af0f75b
 - Strong experience with JavaScript, ES6 or Typescript, JQuery, and familiarity with common JS Libraries and JavaScript code patterns.
 - Experience with either VueJS, AngularJs or React Framework.
 - Experience with frontend build tools such as gulp, web pack or other node js build systems.
 - Experience with Responsive Web Design
 - Proficient in using cross-browser/ device compatible applications and test them with the related tools
 - Knowledge of interaction with RESTful API.
 - Experience with mobile application development using react native, ionic, Cordova or native APIs will be an added advantage.
- Experience with software engineering in general;



- o A strong grasp of best practices, OOP, design and analysis patterns, software modelling (UML), testing, documentation, algorithm and data structures, version control using Git or SVN.
- o Excellent knowledge of Business Analysis best practices and experience in adapting those to different environments
- o Experienced in requirement gathering, documenting and analysis.
- o Comfortable both working within an existing code base and hand code from scratch.

Other Competencies

- Ability to work in teams, and individually with minimum supervision.
- Ability to manage time successfully, prioritize effectively and meet tight deadlines.
- Ability to work effectively under pressure.
- Strong interpersonal, and communication skills.
- Self-starter with a positive “can do” attitude.
- Results driven and pragmatic.
- Ability to take ownership and responsibility for quality.
- Project management skills.
- Ability to work in agile teams.