

## Terms of Reference

**Designation:** Director

**Post Type:** Permanent, Full time

### Reporting Relationships

The Director will be the Head of the System Management Unit. He/she will also work closely with other members of the System Management Unit.

### Scope of Work

- Actively engage in the design and development of software to provide quality, high performance, user-centered, and data rich web applications.
- Contribute to the development of enhancements to existing software as well as new software.
- Collaborate in a team environment to share best practices, implement process improvements, and ensure software quality.
- Solve problems and innovate solutions on a daily basis.
- Deliver developed and tested software applications within the given deadlines.

### Desired Skills and Work Experience

- Experience with back-end development framework and tools;
  - Minimum 1 year of experience in software development
  - Expert knowledge in databases and data modeling, preferably MS SQL Server
  - Thorough knowledge of software security concepts and performance Optimization techniques.
  - Experience in .NET/PHP
- Knowledge of front-end development, especially with respect to User Interface (UI) Design and User Experience (UX) Design and development;
  - Experience in HTML5/CSS3 and related front-end frameworks and web design patterns and layouts.
  - Experience with Responsive Web Design
  - Experience with Design Environment such Visual Studio

- Experience with software engineering in general;
  - Grasp of best practices, OOP, design and analysis patterns, software modeling (UML), testing, documentation, algorithm and data structures , version control
  - Experienced in requirement gathering, documenting and analysis.
  - 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.
- Ability to take ownership and responsibility for quality.
- Project management skills.

28<sup>th</sup> April 2019