

# **TOR - Software Developer**

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**Post:** Software Developer

**Post Type:** Permanent (Initial contract shall be 1 (one) year. The contract will be changed to a permanent contract on successful completion of performance appraisal at the end of year 1.)

**Classification:** Assistant Manager Gr2 Level 1

Rank: MM4

**Division:** Pension Administration and Technology

### **Reporting Relationships**

The Software Developer will report to the Head, Data & Applications. He/she will also work closely with other members of the DA.

#### Scope of Work

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- Actively engage in the design and development of software to provide quality, high performance, user-centered, and data-rich applications.
- Develop enhancements to existing software as well as design and develop 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.

#### **Qualifications and Experience**

• A Bachelor's Degree or equivalent professional qualification in Software Engineering, Information Technology or Business Information Technology.

 Minimum 3 years of experience in software development or 3+ years of experience with PHP.

## **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
  - o Thorough knowledge of software security concepts and performance optimization techniques.
  - o Experience in containerization tools such as docker (preferred) or Kubernetes
  - o 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;
  - o Strong experience in HTML5/CSS3/SASS/LESS and related front-end frameworks and web design patterns and layouts.
  - o Strong experience with JavaScript, ES6 or Typescript, JQuery, and familiarity with common JS Libraries and JavaScript code patterns.
  - o 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
  - o 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;
  - 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.
  - Excellent knowledge of Business Analysis best practices and experience in adapting those to different environments
  - 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.

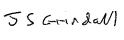


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- Self-starter with a positive "can do" attitude.
- Results driven and pragmatic.
- Ability to take ownership and responsibility for quality.

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- Project management skills.
- Ability to work in agile teams.





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