



TOR number: TOR/2022/24

Date: 22nd August 2022.

Terms of Reference - Software Developer

Post: Software Developer
Post Type: Permanent (Initial contract shall be 1 (one) year). The contract will be made permanent on successful completion of one year based on performance.
Division: Pension Administration and Technology
Department: Data and Applications

Reporting Relationships

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

Scope of Work

- 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 (MQA level 7) in Software Engineering related field with minimum 2 years of work experience in Software Engineering

OR

- Professional Certificate with a minimum of 5 years of proven experience in Software Development.

Desired Skills and Work Experience

- Experience with back-end development framework and tools;
 - 2 years hands-on experience with Laravel / Javascript backend framework.
 - Knowledge and experience in databases and data modeling, preferably MS SQL Server, MySQL and Google Cloud SQL.
 - Experience in developing and testing APIs.
 - Thorough knowledge of software security concepts and performance optimization techniques.
 - Experience in containerization tools such as docker 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 2 years hands-on experience with either VueJS, AngularJs or React Framework.
 - o Strong experience in HTML5/CSS3/TailWind and related front-end frameworks and web design patterns and layouts.
 - o Strong experience with JavaScript or Typescript and familiarity with common JS Libraries and JavaScript code patterns.
 - o Experience with Responsive Web Design.
 - o Proficient in using cross-browser/ device compatible applications and test them with the related tools.
 - o Knowledge of interaction with RESTful API.
- Experience with software engineering in general;
 - o A strong grasp of best practices, OOP, design and analysis patterns, software modeling (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.

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