

Terms of Reference

Designation:	Software Developer
Post Type:	Contract-based, full time.
Duration:	Initial contract period is 1 year. Contract could be extended based on performance.
Department:	Software Development Department
Division:	Operations Division

Reporting Relationships

The Software Developer will report to the Manager, Software Development or Software Development Team Leader assigned by Director, Operations. He/she will also work closely with other members of the IT Department and Software Development team.

Scope of Work

- Actively engage in the design and development of software to provide quality, high performance, user-centered, and data rich web 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

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

Desired Skills and Work Experience

- Experience with back-end development framework and tools;
 - Minimum 5 years of experience in software development or 3+ years of experience with PHP.
 - 2 years hands-on experience with a MVC framework - Laravel (preferred) / Symfony / CakePHP.
 - Expert knowledge in databases and data modeling, preferably MS SQL Server.
 - Thorough knowledge of software security concepts and performance optimization techniques.
- 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.

- 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, webpack or other nodejs 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;
 - 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.
 - 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.
 - Self-starter with a positive “can do” attitude.
 - Results driven and pragmatic.
 - Ability to take ownership and responsibility for quality.
 - Project management skills.
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