



## **TERMS OF REFERENCE**

### **1. INTRODUCTION:**

**Post:** Software Engineer

**Post Type:** Permanent  
(Initial contract shall be for a period of 1 (one) year. The contract shall be extended or made permanent based on performance, upon successful completion of one year.)

**Department:** Software Engineering

### **2. REPORTING RELATIONSHIPS:**

The Software Engineer will report to the Manager, Software Engineering.

### **3. OVERALL RESPONSIBILITIES:**

The Software Engineer will work closely with the Software Development team and members of other Departments of the Division to develop required softwares for the Pension Office.

### **4. 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.
- Write testable, scalable and efficient code.
- Review code developed by other developers and provide feedback to ensure best practices (e.g., style guidelines, checking code in, accuracy, testability, and efficiency).
- Build custom libraries and frameworks required for the development process.
- Triage product or system issues and debug/track/resolve by analyzing the sources of issues.
- Participate in continuing education and training to remain current on best practices.
- Take lead on projects, planning, training and documenting technical specifications as needed.



- Collaborate in a team environment to share best practices, implement process improvements, and ensure software quality.
- Resolve software related issues and provide solutions.
- Deliver well tested and functioning applications developed for the requirements of the product owner.

#### **4. QUALIFICATIONS AND EXPERIENCE:**

- Bachelor's degree in software engineering or related.
- 2 years of work experience with software development.

OR

- Professional certificate in related field.
- Minimum 5 years of work experience with software development.

#### **5. DESIRED SKILLS AND COMPETENCIES:**

- Proficiency in TypeScript, JavaScript, NestJS, NuxtJS, ViewJS, TailWindCSS, HTML5, CSS3, MySQL, MSSQL, Google Cloud Platform.
- Knowledge of best practices related to secure development and cybersecurity.
- Knowledge of microservice architecture.
- Excellent project and time management skills.
- Ability to work independently or with a group.
- Ability to keep up with software industry trends and innovation.
- Ability to learn other coding languages as needed.
- Exceptional interpersonal and communication skills.

