

Terms of Reference

Post: Manager, Software Development
Post Type: Contract-based, Full time
Duration: Initial contract period is 1 year. Contract can be extended based on performance.

Department: IT Department
Division: Operations Division

Reporting Relationships

The Manager, Software Development will report to the Director, Operations. He/she will also work closely with Manager, Information Technology and other members of the MPAO Management Team.

Overall Responsibilities

The Manager, Software Development will be responsible for the managing the IT Software Development Team of MPAO and oversee the development and delivery of all software required for MPAO.

Scope of Work

- Managing the software development team, suggest and incorporate the best/latest technologies.
- Actively engaging in the design and development of software to provide quality, high performance, user-centered, and data rich web applications.
- Develop enhancements to existing software's as well as design and develop new software's.
- Collaborating in a team environment to share best practices, implement process improvements, and to ensure software quality.
- Solving problems and innovate solutions on a daily basis
- Delivering developed and tested software applications within the deadline.

Technical Competencies

- A minimum of 2 years hands-on experience with MVC framework - LARAVEL (preferred) / Symfony / CakePHP.
- Excellent knowledge of Business Analysis best practices and experience in adapting those to different environments.
- Ability to work with the entire stack (front-end, back-end, and database development).
- A strong grasp of best practices, OOP, design patterns, testing, Git / SVN.
- Experience in designing clean and maintainable APIs.
- Experience in managing software development team.
- Experience with CSS frameworks.
- Expert knowledge in databases and data modeling.
- Expert knowledge in HTML5/CSS3/SCSS
- Experience with Responsive Web Design

- Expert knowledge in AngularJS/JQuery
- Intermediate experience with Adobe Photoshop
- Proficient in using cross browser/ device compatible applications and test them with the related tools
- Ability to drive projects from start to finish with minimal supervision and to juggle multiple projects and priorities in a fast-paced, multidisciplinary environment
- Comfortable both working within an existing code base and hand code from scratch
- Knowledge of interaction with RESTful API.
- Good understanding of Software Development Life Cycle (SDLC) and common software development methodologies such as SCRUM, Agile and tools used in each step of the life cycle.
- Knowledge of software version control, software build and release management, configuration management, software asset management and change management.
- Understand general techniques and methodologies of software testing, test reporting, and test documentation. (includes unit testing, integration testing and systems testing, automated testing frameworks, continuous integration and usability testing)
- Experience with requirement analysis, software design and architecture, rapid prototyping
- Experience with UML, and software design, architectural and analysis patterns
- Understanding the techniques and tools of software documentation. Experience with software preparing software user manuals,
- Experience with software optimization, algorithms and data structures and performance profiling.
- Knowledge of international standards and industry best practices of software development. Basic understanding of the guidelines of Software Engineering Body of Knowledge (SWEBOK v3).

Other Competencies

- Managerial skills, with the capacity to lead and inspire team members.
- Team worker and great communicator at all levels.
- Strong interpersonal, communication and negotiation skills.
- Works well under pressure.
- Self-starter with a positive “can do” attitude.
- Results driven and pragmatic
- Manages own time successfully, prioritizes effectively and meets tight deadlines
- Takes ownership and responsibility for quality.

Qualifications

- A minimum of a Bachelor's Degree or equivalent professional qualification in the field of Software Development or/and Information Technology.
- Preference will be given to candidates with a Master's Degree or an equivalent professional qualification.

Work Experience

- A minimum 5 years of professional work experience in the field of software development.
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