

Terms of Reference

Post:	Software Developer
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 Software Developer will report to the Manager, Software Development. He/she will also work closely with other members of the IT Department and IT 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.

Technical Competencies

- Experience with front-end development, especially with respect to User Interface (UI) Design and User Experience (UX) Design and development.
 - Knowledge of Adobe Photoshop
 - Strong experience in HTML5/CSS3/SCSS/LESS and related front-end frameworks and web design patterns and layouts.
 - Strong experience with Javascript, JQuery, and familiarity with common JSLibraries and Javascript code patterns.
 - Work experience in AngularJS.
 - 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 back-end development frameworks and tools.
 - 5+ years of experience in software development using PHP.
 - Minimum 2 year hands-on experience with PHP MVC framework - Laravel (preferred) / Symfony / CakePHP.
 - Expert knowledge in databases and data modeling
 - Thorough knowledge of software security concepts and performance optimization techniques
- 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 , Git / SVN.
- Experienced in requirement gathering, documenting and analysis.
- Comfortable both working within an existing code base and hand code from scratch
- Excellent knowledge of business analysis best practices and experience in adapting those to different environments.

Other Competencies

- Team worker and great communicator at all levels.
- Documentation skills.
- Strong interpersonal, communication and negotiation skills.
- Ability to work effectively 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.
- Proven project management experience.

Qualifications

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

Work Experience

- A minimum of 3 years of relevant professional work experience in the field of software development.
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