Wow EPS - PHP Developer Job Spec

This specification is for a Senior PHP developer with experience in MySQL and Javascript. We are specifically looking for the skills listed below. Please do not submit candidates unless they fulfil these criteria.

Reports To: Christian Lau +27725963099, christian@wow4results.co.za. (Software Manager)
Salary: Up to 45K
Team Size: 4 (including the candidate)
Company Location: CBD Cape Town (3rd Floor, Berry & Donaldson building, 9 Caledon Street, Cape Town) although the role is primarily remote.
Candidate Location: Please do not submit CVs for candidates outside of Cape Town. Although they will be working remotely, we would like them to come to our offices in the future.
Other:
- Good English is a requirement.
- Must be set up at home to work, with a fast Internet connection and PC.
- We will consider permanent residents and foreign nationals on valid permits.
- Please maintain a single point of contact at your company.
- Please supply 2 contactable references. We will do our own reference checks.

Skills Needed:
6 to 8 years of PHP
6 to 8 years of MySQL
Fluent in CSS/HTML/Jquery/Ajax
Web services integration (SOAP/REST)
Experienced in Javascript in the browser
Git/Github/Gitlab
Strong knowledge of web application security.
Laravel
Docker

Nice to Have:
Vuejs
Node.js
Experience with AWS
Golang
Linux administration

Soft Skills:
Mature, fully formed adult.
Ability to communicate well.

Professional attitude.

Ability to be on time, work hard and be self-motivated.

Good judgement and ability to prioritise.

Results orientated.

Ability to come up with new ideas.

Primary Responsibilities:

Program, document and deploy software applications.

Execute testing and quality control.

Provide software design and architectural input.

Use the tools provided to manage source code and track issues.

Assist/mentor junior programmers in their duties

Support account management and data processing departments in their duties

Key performance areas include:

Impact of the developer on the existing infrastructure (Improvement in efficiency and innovation).

The value of the developer's individual contribution to the company goals.

Delivering as per the specifications and mockups.

Communicating issues and asking questions timeously.

WOW EPS Interview Process

This is the typical interview process for software developers at WOW. This is not set in stone and can change based on circumstances. The candidate is expected to be ready at the agreed upon date and time, in a quiet and private place for interviews.

1. Phone Screen (20 to 30 minutes)

This consists of a phone call (preferably Skype/Zoom/Teams etc.) with the candidate in order to:

1. Introduce the candidate to WOW EPS.
2. Gather information for future interviews.
3. Get an understanding of the candidate's current position.
4. Establish an understanding of the role and the candidate's expectations.

2. 1st Interview (90 to 120 minutes)

A phone call (preferably Skype/Zoom/Teams etc.) intended to establish the level of the candidate's skills. Included in the interview will be basic problem solving and specific technical aspects of the role.

3. 2nd Interview (90 to 120 minutes)

This will consist of an in-depth interview involving both technical and non-technical questions. The interview aims to establish the candidate's adaptability, motivations, ability to communicate, goal orientation, ability to work in a team and goal orientation.

4. Team Meeting (up to 60 minutes)

A meeting with other members of the WOW team. This will include other senior managers, one of more of the company's directors and other members of the development team. Each member of the WOW team will have their own set of questions they will want to ask.