CodePamoja

codepamoja.org

Modern Software Development

Rapidly changing social and business environments create a need for software development methodologies to be adaptable and produce high quality software in a very short time. This means that developers need to be thoroughly trained not only in technology but also in project management techniques. Some of the project management techniques used in modern software development, such as Agile methodologies and Scrum, can only be learned by hands-on experience. Opportunities for many software developers in Kenya to gain skills by participating in projects using these techniques are limited.

Two Kenyan companies have teamed up with a Dutch software firm to overcome this problem through a training scheme called CodePamoja.

What is CodePamoja?

CodePamoja is a vocational training program where Kenyan developers learn how to work to international quality standards using the latest project management techniques. The training focuses on complementing technical skills acquired from undergraduate level training with up-to-date project management experience and exposure to Enterprise Software Development techniques.

A unique opportunity

CodePamoja trainees learn by collaborating with developers in the EU on real projects. This is a unique opportunity to gain experience in the latest project management methods and software tooling by working with more experienced developers - people who have worked on some of the largest software development projects in Europe.

How it works

CodePamoja uses a buddy system where Kenyan developers collaborate with developers in the Netherlands in Virtual Teams. The emphasis is on knowledge sharing and there is no set training agenda or syllabus. People attending CodePamoja can work part-time or full-time, with reasonably flexible hours. Typically someone will attend CodePamoja for around three months depending on skills levels. Multiple projects can be in progress at any one time, people may work on more than one project simultaneously and may join projects at any stage in their lifecycle from design to deployment. The virtual teams and projects are coordinated using Scrum, which means regular meetings and discussions to review project progress.

The Team

CodePamoja is run as a partnership between DewCIS Solutions Ltd and BTI Millman in Nairobi, and Competa IT BV in The Hague Netherlands. The CodePamoja facility is located at BTI Millman, Suite 5.5, Jadala Place, Ngong Lane, Off Ngong Rd, Nairobi, Kenya.
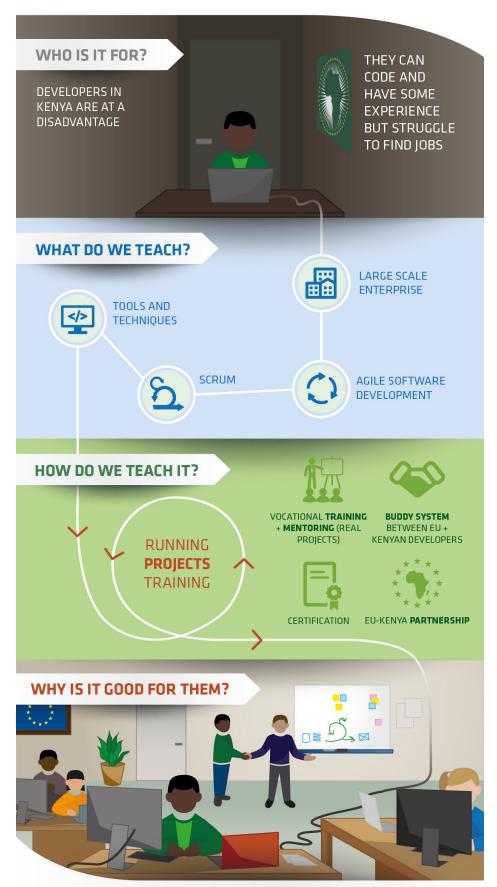
What can you expect at the end?

After attending the CodePamoja program developers will understand how modern systems are built using Enterprise software development techniques. An understanding of the importance of teamwork will have been developed. Attendees will have learnt how to produce high quality software and keep up with rapid development cycles by making use of Agile methodologies and Scrum. Technical skills will be enhanced through exposure to tooling (e.g. git, Grunt, Gulp, SASS). Programming skills will be enhanced depending on needs and wishes of the individual.

All attendees will benefit from greatly enhanced CVs and job prospects at the end of the training. DewCIS and BTI Millman may make employment offers to the best performers.

CodePamoja

Sharing knowledge, building economies

WHO IS IT FOR?

DEVELOPERS IN KENYA ARE AT A DISADVANTAGE

THEY CAN CODE AND HAVE SOME EXPERIENCE BUT STRUGGLE TO FIND JOBS

WHAT DO WE TEACH?

LARGE SCALE ENTERPRISE

TOOLS AND TECHNIQUES

SCRUM

AGILE SOFTWARE DEVELOPMENT

HOW DO WE TEACH IT?

RUNNING **PROJECTS** TRAINING

VOCATIONAL **TRAINING** + **MENTORING** (REAL PROJECTS)

BUDDY SYSTEM BETWEEN EU + KENYAN DEVELOPERS

CERTIFICATION

EU-KENYA **PARTNERSHIP**

WHY IS IT GOOD FOR THEM?

SKILLS & EXPERIENCE EQUAL CAREER PROSPECTS AND A **BRIGHTER** FUTURE

Financial Support

CodePamoja is supported financially by Competa IT BV and German development agency Sequa. The program will run for an initial period of two years starting July 2015. People attending CodePamoja are eligible for a discretionary training allowance of KES 5,000 per month.

The Ideal Applicant:

Candidate trainees are recent graduates with a BSc. Computer Science or Bachelors in Business IT (BBIT Degree) from a reputable university. Applicants must possess basic skills in one or more programming languages (Java, JavaScript, PHP etc), a scripting language, HTML & CSS and/or database management.

The application process:

Please apply using the form on the CodePamoja.org website. Each applicant will be given an aptitude test to determine skills level and suitability. After short-listing, applicants will be interviewed and may be given further aptitude tests to help select appropriate projects.