



POSITION DETAIL

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| CURRENT JOB TITLE | Developer | JOB GRADE | C5 |
| DEPARTMENT | Projects and Operations | | |
| DATE REVIEWED | 01/09/2020 | | |
| EMPLOYMENT STATUS | Permanent | | |
| PURPOSE STATEMENT | | | |
| Provide quality systems development services for the Astute Information Technology team in order to implement and sustain a best-practice framework. This will be done by employing all the latest & greatest technology in the Microsoft Stack including C#, MVC, WCF & much more! The C#.NET Developer will be responsible for software application development using C# (C-Sharp) in the .NET development environment, writing business logic facades, MVC web front end application components and windows services. | | | |
| POSITION IN THE ORGANISATION | | | |
| 2ND LINE MANAGER (2 ND LEVEL) | Executive: Operations and Projects | | |
| 1ST LINE MANAGER (1 ST LEVEL) | Developer Manager | | |
| POSITION | Developer | | |
| SUBORDINATE (1 ST LEVEL) | None | | |
| SUBORDINATE (INDIRECT) | None | | |
| SUBORDINATE POSITIONS | | | |
| Please provide job titles of subordinates and total number of employees per job title (organogram can be inserted) | | | |
| N/A | | | |

POSITION DESCRIPTION

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| Key Responsibilities |
| <ul style="list-style-type: none"> Strong ability to provide written and/or verbal explanations on design and technical/functional solutions. Contribute to the architecture, design, development, and maintenance of Web and Desktop applications using the C# language and the Microsoft .NET framework. |

EXCELLENCE



ACCOUNTABILITY



INTEGRITY



COLLABORATION

The Financial Services Exchange (Pty) Ltd | Reg No. 1999/025503/07. **Directors**, JP Rossouw (Executive Managing Director & Group CEO),
**BW Matthew (Chairperson), **B Eliot, *J van Zyl, *L Budhram, • K Chetty, • J Rose, • T Mantshimuli. *Non-Executive Director,
** Non-Executive Independent Director, • Alternative Director

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| <ul style="list-style-type: none"> • Write clean, scalable code using .NET programming languages. • Test and deploy applications and systems. • Ensure the best possible performance, quality and responsiveness of applications. • Maintain clear communication with all stakeholders throughout project lifecycles. • Involved on multiple client projects, sometimes in parallel. • Integrate with middleware and backend services and enterprise systems. • Timely delivery and execution of assigned work. • Collaborate with project teams made up of people with diverse and complementary skills. • Team player to ensure successful delivery of solutions. • Develop responsive web front ends with the latest technology and security. • Integrate with a variety of Azure Hosted Services. • Develop and maintain RESTful API services with a token based authentication. • Be able to lead a Team in solution delivery • Some Experience in several of the following areas: database architecture, ETL, business intelligence, big data, machine learning, advanced analytics • Proven ability to collaborative with multi-disciplinary teams of business analysts, developers, data scientists, and subject matter experts • Continually contribute to product knowledge of the team and other functional areas Actively live the Organizational Culture and values |
| Business systems development and testing <ul style="list-style-type: none"> • Develop requirement and do unit testing (defect / enhancement). • Develop requirement and do unit testing (project). • Prepare technical specifications. • Send technical specifications to technical lead for approval. |
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| Maintain practices in line with organisational guidelines, policies, culture and values <ul style="list-style-type: none"> • Ensure service practices and standards are aligned to all policies and procedures • Develop and encourage strong teamwork • Manage areas of critical compliance and actively manage non-conformance • Continually contribute to product knowledge of the team and other functional areas • Actively live the Organizational Culture and values |
| Engages with others in line with organisational guidelines, policies, culture and values <ul style="list-style-type: none"> • Align own behaviour with the organisation culture and values. • Share and transfer product, process and systems knowledge to colleagues. • Collaborate and work with the Products and Client Services teams to deliver required service levels. • Actively participate in the Products and Client Services teams to ensure functional balanced scorecard objectives are achieved. • Ensure achievement of own performance objectives. |

- Actively share information with other team members regarding successes, issues, trends and ideas.
- Actively participate in own professional development and career path.

COMPETENCIES

| COMPETENCY | DESCRIPTION |
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| Judgement and Decision-Making | The ability to make firm (and sometimes difficult) decisions fairly and compassionately based on relevant facts, criteria and disciplined, logical thinking. |
| Accountability | Approaches own work with dedication and high sense of responsibility. Provides support to others in accomplishing their work Takes responsibility for results of the institution, and all resources that have been placed under one's responsibility. |
| Teamwork | The capacity to work co-operatively with others to achieve common goals. |
| Customer Service Orientation | The capacity to anticipate, recognize and meet the needs of internal and external clients and customers, however these are defined in the role, taking responsibility for maintaining the highest service standards and developing and sustaining productive client relationships. |
| Application Development/Support and Maintenance | Demonstrates a detailed knowledge of several programming environments and a good working knowledge of hardware and software interfaces; Writes original multi-module/complex programs or applies reusable modules; Designs, tests, and integrates software modules and resolves programming errors using various debugging tools and techniques; Provides support, guidance and production |
| Relationship Building | The capacity to listen effectively and use appropriate interpersonal and communication skills to build relationships based on mutual trust and goodwill. This includes demonstrating sensitivity to other's feelings, needs, values and attitudes and being courteous and diplomatic in dealing with difficulties others may be experiencing. |
| Testing | Understands and use systems integration principles (i.e., the methods, practices and policies that are used during a systems integration process, including hardware, software, network and applications); Understands and use release and certification processes; Prepares test cases/scripts; Develops testing scenarios and cases ensuring they are aligned to meet requirements, and are representative of business situations; Carries out complex testing/ validation (e.g., volume testing, integration testing); Ensures other applications are not affected; Matches results with expectations in the design document; Troubleshoots/resolves issues; Implements test tools; Applies standards for testing; Delivers a testing project/component of testing project; Provides knowledge and guidance to team in the preparation of test plans together with the IT and business resources; Monitors delivery of testing to time, quality and cost. |
| Visibility and Impact (Includes Professional Presentation) | The capacity to convey a powerful, professional impression, commanding attention and respect and conveying a strong sense of self-worth and capability. |
| Decision Making & Problem Solving | The capacity to recognize symptoms that indicate more significant problems; to anticipates obstacles, considers the impact/ consequence of decisions. The capacity to puts a problem in context, recognizes risks, and understands situational variables. Able to reconcile the conflicts between short term requirements and long term objectives. |

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| Technical / Professional Competence | The capacity to perform a professional and/or technical function to the required standards, remain abreast of developments in the specialist field and continuously improve / expand own knowledge and skill. |
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JOB EVALUATION CRITERIA

| KNOWLEDGE AND SKILLS | |
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| FORMAL EDUCATION | <ul style="list-style-type: none"> Relevant B Degree |
| TECHNICAL/ LEGAL CERTIFICATION | <ul style="list-style-type: none"> Relevant SQL knowledge (Tables, Views, Procedures, Functions and Jobs) Knowledge of MVC and WCF Knowledge of Kendo UI beneficial Knowledge of IoC beneficial Knowledge of Entity Framework is beneficial |
| EXPERIENCE | <ul style="list-style-type: none"> Minimum 3 years of experience in System Development |