|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Job Title:** | Software Developer | | |  |
| **Organization Function:** | Bank of Industry Limited  Operational Excellence | | **Job grade:** BO-DM |  |
| **Location:** | Operational Excellence, Head Office, Lagos | | |  |
|  | | | | |
| Reporting Relationships  **Functionally Reports to:** Project Manager, Operational Excellence  **Administratively reports to:** Team Members, Operational Excellence | | | | |
|  | | | | |
|  | | | | |
| **Job objective(s):**   * Responsible for Improving system quality by identifying issues and common patterns, and developing standard operating procedures to ensure BOI meets its strategic objectives. * Enhancing applications by identifying opportunities for improvement, making recommendations, designing, and implementing systems. * Responsible for the development of new solutions/systems as the need arises in line with the bank strategies   **Duties & Responsibilities:**   * Analyze user requirements * Write and test code, refining and rewriting it as necessary and communicate with any programmers involved in the project * Research, design and write new software programs (e.g. business applications or computer games) and computer operating systems * Evaluate the software and systems that make computers and hardware work * Develop existing programs by analyzing and identifying areas for modification * Integrate existing software products and get incompatible platforms to work together * Create technical specifications * Write systems to control the scheduling of jobs or to control the access allowed to users or remote systems * Write operational documentation with technical authors * Maintain systems by monitoring and correcting software defects * Work closely with other staff, such as project managers, graphic artists, UX designers, other developers, systems analysts and sales and marketing professionals * Consult clients and colleagues concerning the maintenance and performance of software systems, with a view to writing or modifying current operating systems * Investigate new technologies * Continually update technical knowledge and skills by attending in-house and external courses, reading manuals and accessing new applications. | | | | |
|  | | | | |
|  | | | | |
| Minimum Education Qualifications | | | | |
| * Minimum educational level – Bachelor’s Degree in Computer Science, Engineering and any other Science related courses | | | | |
| Work Experience | | | | |
| * Minimum requisite experience – 3 years post professional qualification | | | | |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | | **S/N** | **Parameters** | **Indicators** | **Weight** | **Target** | | 1 | Process automation | 100% of all identified processes | 10 |  | | 2 | Level of process automation | 100% of credit application processes  100% of core administrative support processes | 10  10 |  | | 3 | Process operational documentation | 100% of all automated processes | 10 |  | | 4 | Bug fixing rate | < 5 times per process | 5 |  | | 5 | Process deployment roll-back rate | < 3 times per process | 5 |  | | 6 | Process automation/ application development according to approved specifications | 100% adherence | 10 |  | | 7 | Internal Customer satisfaction | NPS | 10 |  | | 8 | Timely delivery of projects within a specified period | 100% Projects timely delivery | 10 |  | | 9 | ROI on projects-Cost savings and or profit increase attributable to process improvements. | Actual ROI vs projected | 10 |  | | 10 | Business Process Improvement Training | At least 50% of all Staff | 10 |  | |  | **Total** |  | **100** |  | |  |  |  |  |  |   **KEY PERFORMANCE INDICATORS**  **Note:**   * **TAT shall be defined by the Bank’s SLAs**   **Group Management Indicator to be determined by the Directorate**  **Core Competency Areas:**  **Key Competency List Knowledge:**   * Knowledge of banking and Lending industry, products and services. * [Requirements definition and management](https://sfia-online.org/en/legacy-sfia/sfia-7/skills/requirements-definition-and-management) * [Systems/Software design](https://sfia-online.org/en/legacy-sfia/sfia-7/skills/systems-design) * [Systems integration, build](https://sfia-online.org/en/legacy-sfia/sfia-7/skills/systems-integration-and-build) and testing * [Release, deployment](https://sfia-online.org/en/legacy-sfia/sfia-7/skills/release-and-deployment) and support | | | | |
| **Skills/Competencies:**   * Mathematical aptitude * Problem-solving skills * Programming languages (different types of developer role require different languages) * Excellent organisational and time management skills * Accuracy and attention to detail * An understanding of the latest trends and their role in a commercial environment * Teamwork skills * Self-development skills to keep up to date with fast-changing trends | | | | |
| **Filled by: Officer** | | **Approved by:** | | |
|  | |  | | |
| **Name: Sulaimon A. Buari** | | **Name: OLATUNJI AKANBI** | | |
| **Designation: Software Developer**  **Signature:** | | **Designation: GH OPERATIOANAL EXCELLENCE**  **Signature:** | | |
|  | |  | | |