

INTEGRATED SUMMATIVE TASK 5

HUMAN CAPITAL IMPLEMENTATION PLAN - DEVELOPER



|  |  |
| --- | --- |
|  | # |
| Human Resource Needs | 3 |
| Recruitment and Selection | 4 |
| Compensation | 5 |
| Learning and Development | 6 |
| Performance Appraisals | 7 |
| Implementation and Monitoring | 8 |
|  |  |



# Human Resource Needs

The team framework consists of Team/Tech Leads, with different disciplines of developers.

\*Teams 1 and 2 exists, the plan is to build another team and have 3 Team leads.

# Recruitment and Selection



* We will consider both in house developers (SA) and remote (Worldwide)
* Specialists would be hired first to make a solid foundation which will allow me to employ promising candidates
* Culture fit will also be a driving force

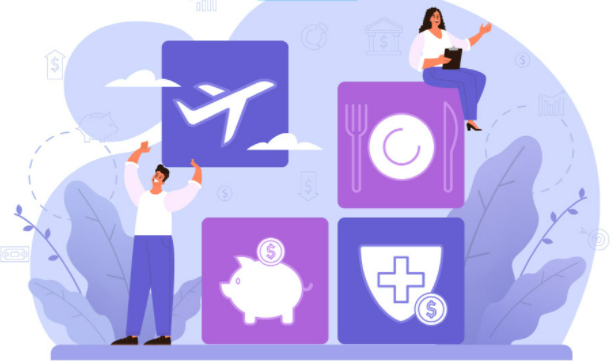
|  |  |
| --- | --- |
| Role | Minimum Requirements |
| Team Lead | At least 3-5 years’ experience managing Software Development Teams.  At least 6 years in a technical role within the IT software development industry.  Proven experience in ensuring timely project delivery. |
| Tech Lead | Bachelor’s degree in computer science, engineering, or a related field.  Excellent technical, diagnostic, and troubleshooting skills.  Developing the detailed design structure after understanding the requirements and the design.  6 years + development experience |
| Snr Dev | Candidates need to have a minimum of 5 years of experience. C# .Net and other Microsoft technologies. Strong database skills (SQL and No SQL databases).  Knowledge on cloud platforms and queuing applications |
| Int Dev | Candidates need to have a minimum of 5 years of experience. C# .Net and other Microsoft technologies. Strong database skills (SQL and No SQL databases). |
| Jnr Dev | Relevant diploma in IT, 1 year working experience in software development. |





# Compensation

We always strive to pay market related salaries and above. We also adding new incentives and bonuses periodically to stay completive within the market.



|  |  |
| --- | --- |
| Current | Desired |
| Work From Home | Life & Disability Cover |
| Provident Fund | Medical Aid |
| Performance Based Bonuses | Paid Maternity Leave |
| Annual Increases |  |
| Travel within SA and abroad |  |
| Flexi Time |  |
| Subsidized Meals |  |
| Online Learning Platforms |  |
| Travel to conferences and training |  |



# Learning and Development



* We currently have a wide variety of online resources (Pluralsight, LinkedIn)
* Developers now have access to our wellness center
* In-house domain training on betting and other applications
* In-house soft skills training
* Global conferences and workshops



# Performance Appraisals



* Our current performance review process is twice a year.
* Performance reviews are custom to the role.
* Development Plans are discussed in performance appraisals.
* Salary Motivations are also done during performance appraisals.
* Promotions are generally done in the 2nd appraisal.



# Implementation and Monitoring



* Weekly one on one catch ups with team leads.
* Monitoring after performance review discussion on IDP.
* Monthly catchup with developers for IDP feedback.
* Monitoring Life Cycle of a project once its complete by the developer.