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You may want to know about

Grand plan

<http://enterpriseinnovation.net/article/singapore-govt-reveals-ict-plans-year-1421658407>

What others said

<http://www.channelnewsasia.com/news/singapore/new-government-app/2154120.html>

<http://www.channelnewsasia.com/news/singapore/beeline-app-launched-for/2032058.html>

<https://govinsider.asia/smart-gov/exclusive-singapores-radical-new-transport-plan/>

Our hive

https://drive.google.com/folderview?id=0BwLqF_ka0mesODNpanZDcnYtYkU&usp=sharing

https://drive.google.com/file/d/0BwLqF_ka0mesTGowU3JQTw1cDg/view?usp=sharing

Our people

https://www.slideshare.net/slideshow/embed_code/key/luayOMZVQvVIF3

Our journey

<https://govinsider.asia/digital-gov/singapores-coolest-startup/>

<http://www.slideshare.net/StevenKoh5/building-an-agile-government>

Our github

<https://github.com/idagds>

What do we offer?

- MacBook Pro and large screen displays
- User experience lab
- Foosball, xbox, table tennis
- Opportunity to learn and apply new skills
- Abundance learning resources - Tech books, magazines, publications
- Smart coworkers
- Grow the tech and open source community

Before you apply

- Due to the security clearance requirement of our projects, apply only if you are Singaporean or PR
- Our people are voracious learner. If you are not intellectually curious, you will probably be overwhelmed with the learning
- Our people work together as a team. If you prefer to go fast alone rather than go far together, we might be too far for your speed
- Our people are forward-looking and adventurous. Contrary thinking is a norm and change is a constant. If you are looking for a do-the-same 9-5pm job, you are probably not a good fit
- Our people have grit. Our people work on challenging stuff and count on teammates when things get tough. If you are a habitual job-hopper, enough said
- We are not the top tier paymasters and you still want to join us. You want to make a positive impact on the lives of our fellow citizens and everything else is secondary
- If you are still excited to work with us, you are probably the right person. Look forward to receive your resume at steven_koh@ida.gov.sg

Product Manager/Business Analyst

The Government Digital Services (GDS) Team aims to spearhead the digital transformation of government.

GDS was established to develop new capabilities focusing on strategic systems of engagement where ICT provides a differentiating factor to citizens. The team functions to deliver digital information and transactional services leveraging on Agile Application Development, Analytics, User Experience Design, Design Thinking and Web Application Performance Optimisation.

If you are looking for opportunities to collaborate with leading industry experts and be surrounded by highly motivated peers, we welcome you to join GDS. These are newly created positions with many opportunities for ground breaking contributions.

As a Product Manager, you will orchestrate collaboration between product owners, business sponsors, subject matter experts and development teams by removing roadblocks and fostering communication

As a Product Manager, you will get to:

- Work with stakeholders to identify & understand the requirements of software systems
 - Plan and participate in product conceptualisation sessions with stakeholders for eliciting requirements.
 - Elicit and documents business/user requirements and translate them into user-stories for development.
 - Manage requirements by continuously clarifying and reviewing them via walkthrough with stakeholders.
 - Work with developers to interpret requirements leading to technical implementation.
- Analyse requirements to drive the design or review of test cases/business model/processes
- Work closely with Product Owner on project schedule, issues and escalation
- Work closely with Product Owner to manager business owners' and project sponsor's expectations
- Drive business process change requests on gaps identified and manage a project's scope and acceptance.
- Provide inputs to development team for implementation.
- Work with user experience designers (UXDs) and business users to plan for UAT, coordinates and monitor progress and acceptance of UAT.
- Ensures completion of documentations and filings to facilitate software development.
- Continuously finds means and ways to improve operations, streamline work processes and work cooperatively and jointly with various users' departments to provide quality service.
- For smaller projects, double hat as Product Manager with following responsibilities
 - Create project status report and other communication materials
 - Craft project proposal to secure project funding and justify resource allocations
 - Manage project scope and stakeholders' expectations
 - Issue escalation to the right people in timely manner
 - Maintain and continuously refine Product Backlog
 - Maintain Project RAID Log and follow up on action items

As a Product Manager, here is what you will bring to the team:

- More than 2 years of business analyst experience in software development projects
- Experiences with web-based and business process software systems implementation
- Good written and verbal communication, including minute taking and technical writing skills
- Possess business case and user-stories development skills
- Ability to work effectively and independently under pressure, meet deadlines, multitask and to prioritize tasks effectively
- Motivated to learn new skills and technologies
- Highly meticulous and tenacious, follow up with things to closure
- Experience with Agile project methodology (Scrum / Extreme Programming) and UX development environment will be an added advantage
- Experience with focus group and workshop facilitation will be an added advantage
- Experience with Confluence, JIRA and Balsamiq will be an added advantage
- Experience with BPM modelling techniques and methods will be an added advantage
- Certified Scrum Master or Certified Product Owner and/or Certified Business Analysis Professional will be an added advantage
- Degree or Diploma in Computer Science, Computer or Electronics Engineering, Information Technology or related disciplines
- Candidates with more than 10 years of experience will be considered for senior position

Visual/UI Designer

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As a Visual/UI Designer, you create marvelous user experiences through your skillfully crafted UIs.

As a Visual/UI Designer, you will get to:

- By creating artful and functional interfaces, helping citizens who uses our product, by improving user experience
- Develop and implement processes and guidelines for User Experience together with UX designers whilst demonstrating a citizen-centric mindset
- Conduct product inception with product owners to understand the product requirements
- Conduct focus group discussions and usability testing with citizens to enhance the product
- Develop a sense of empathy with the users, and create usable products through the understanding of design principles, colour theory, and typography

As a Visual/UI Designer, here is what you require to be:

- Good team player
- Creative and strategic thinker
- Good presentator as well as listener
- Open minded, explorative and adaptive
- Patient; in the course of projects, there might be rounds of changes
- Propose design decisions that are practical, functional whilst not compromising with aesthetics
- Up to date and actively learning, you need to hone your skills, keep up with trends so that your designs are fresh and relevant.
- Front end development/web development technologies such as HTML/HTML5, CSS, SCSS JavaScript, and Responsive Web Design
- Have a portfolio of an array of digital projects
- Skilled in photoshop, illustrator and sketch
- Have minimum 3 years of experience of working as a Visual/UI/Web Designer.
- Degree in Design (e.g. interaction, graphic, visual communications), HCI, CS, or a related field or equivalent practical experience.

Digital Copywriter/Content Designer

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As a Digital Copywriter/Content Designer, you break down jargons and complicated terms, which citizens will face, putting them in a user-friendly, understandable manner, thus enhancing user experiences.

As a Digital Copywriter/Content Designer, you will get to:

- Transform subject-specific jargons into simple understandable copy appropriate for citizens
- Develop and implement processes and guidelines for copy development while demonstrating a citizen-centric mindset
- Develop writing and messaging skills relative to social media, online ads, interactive experiences
- Maintain high standards for writing, editing, and proofreading
- Conduct product inception with product owners to understand the product requirements
- Conduct focus group discussions and usability testing with citizens to learn about their pain points on communications related issues
- Develop a sense of empathy with the users, and create usable products through the understanding of copywriting

As a Digital Copywriter/Content Designer, here is what you require to be:

- Good team player
- Good organizational skills
- Creative and strategic thinker
- Good presenter as well as listener
- Determined as some assignments can take a while to finish, and many revisions might occur after user testing
- Up to date and active learning, you need to hone your skills, keep up with trends so that the copy you write is modern and relevant; predict how people will react with your writing
- Strong conceptual skills with knowledge of how copy relates to art, design and user experience are also highly desirable.
- Possess good portfolio that demonstrates your creativity and craft in writing for mediums in digital as well as print.
- Copywriting experience in digital platforms, direct marketing, social media or publishing, preferably with a background in English or Journalism.

Interaction Designer

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As an Interaction Designer, you solve interaction problems in products by applying concepts in human-computer/digital interfaces and user psychology.

As an Interaction Designer, you will get to:

- Transform complex and difficult tasks into accessible and easy to use solutions for citizens
- Surprise and inspire citizens by creating functional and fun-to-use interactions
- Develop and implement processes and guidelines for interaction design, demonstrating a citizen-centric mindset and applying innovative ideas to improve the lives of citizens
- Conduct product inception with product owners to understand the product requirements
- Conduct focus group discussions and usability testing with citizens to discover their latent needs and learn about their pain points
- Develop a sense of empathy with the users, and create usable products through the understanding of interaction design principles

As an Interaction Designer, here is what you require to be:

- Good team player
- Good organizational skills
- Good user empathy skills
- Creative and strategic thinker
- Good presenter as well as listener
- Open minded and explorative
- Up to date and active learning, you need to hone your skills; keep up with trends so that the experiences you have created is fresh and intuitive.
- Knowledge and skills on prototyping software like Framer JS, Facebook's Origami, and After Effects are an added advantage
- Front-end development/web development technologies such as HTML/HTML5, CSS, JavaScript, and Responsive Web Design will be an added advantage.
- Have 3 years of experience of working as an Interaction Designer.
- Degree in Design (e.g. interaction, graphic, visual communications), HCI, CS, or a related field or equivalent practical experience.

Software Engineer

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As a Software Engineer, you will write beautiful code that satisfies customer through early and continuous delivery of working software.

As a Software Engineer, you will get to:

- Assist BA on user stories elaboration
- Assist QA on test automation and bug fixes
- Assist DevOps on build and release automation
- Design and deliver working software applications to delight customers
- Improve software quality using XP practices such as code review and unit testing
- Adheres to the Software Craftsmanship Manifesto
- Prepare architectural and other technical documents

As a Software Engineer, here is what you will bring to the team:

- Degree or Diploma in Computer Science, Computer or Electronics Engineering, Information Technology or related disciplines.
- Min 3 years experience in any of the followings: .NET, Java, Ruby on Rails, Python
- Min 3 years working experience in database such as Microsoft SQL or Oracle
- Familiar with both Windows and UNIX/Linux servers
- Familiar with Design Patterns
- Familiar with Unit Testing
- Good presentation and listening skills
- Exposure to mobile application development will be an added advantage
- Working experience in Agile and UX development environment will be an added advantage
- Degree or Diploma in Computer Science, Computer or Electronics Engineering, Information Technology or related disciplines
- *Fresh graduate with great technical chops may apply*
- Candidates with more than 10 years of experience will be considered for senior position

Delivery Manager/Agile Coach

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As a Delivery Manager or Agile Coach, you will improve the agility of government agencies and our internal development team

As an Agile Coach, you will get to:

- Provide agile consultancy services to government agencies and assist them in agile transformation
- Evangelize the adoption of agile development across government agencies
- Facilitate journey mapping, brain storming, problem solving, decision making and conflict resolution in workshop
- Evaluate service providers' technical capability and agile maturity. Work closely with them to ensure delivery of agile software services to government agencies

As a Delivery Manager, you will get to:

- Coach internal development team, to apply Agile principles and practices to deliver business value
- Evaluate and recommend agile software engineering practices to the team
- Remove impediments or guide the team to remove impediments
- Build a trusting and safe environment where problems can be raised without fear of judgement, with an emphasis on problem solving.
- Improve transparency, radiate information and over-communicate
- Improve the velocity of the development team, at a sustainable pace for the team
- Educate and support the Product Owner, especially with respect to product backlog refining, vendor management and internal stakeholder management
- Adheres to the Agile Software Development Manifesto

As a Delivery Manager or Agile Coach, here is what you will bring to the team:

- Min 3 years working experience in an agile environment as a full stacked developer or technical lead
- Is a Certified Scrum Master with at least 2 years experience in a Scrum Master or equivalent software delivery role
- Excellent stakeholder engagement and communication skills
- Working experience with Atlassian products will be an added advantage
- Working knowledge of Scrum, XP and Kanban will be an added advantage
- Working knowledge of Agile Contract and government procurement processes will be an added advantage
- Working knowledge of design thinking and workshop facilitation will be an added advantage

- Degree or Diploma in Computer Science, Computer or Electronics Engineering, Information Technology or related disciplines
- Candidates with more than 10 years of experience will be considered for senior position

Software Quality Engineer

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As a Software Quality Engineer, you will improve software quality by assessing the quality of software products as well as the quality of the processes used to produce software products

As a Software Quality Engineer, you will get to:

- Assist Product Owner and Business Analyst to craft out user story acceptance criteria
- Analyse and decompose complicated software systems, and design a holistic test strategy
- Conduct research on emerging technologies and develop test automation framework
- Develop test suites of test scenarios and test cases
- Take a risk-based approach for test automation
- Perform time boxed exploratory testing
- Maintain regression test suite in QA nightly build
- Actively refine smoke test suite in Development CI environment
- Lead system integration testing with other system owners
- Manage user acceptance testing
- Manage defect life cycle, test artefacts and repository
- Drive continuous improvement in agile testing practices and tools
- Take on secondary role as an Application Performance Engineer or Application Security Engineer

As a Software Quality Engineer, here is what you will bring to the team:

- Min 3 years experience in exploratory testing and regression test automation
- Strong analytical skills
- Meticulous attention to details
- Good interpersonal skills such as tactfulness
- Good presentation and listening skills
- Experience in agile development environment will be an added advantage
- Experience with Robot Framework, SikuliX, Selenium, HP Testing Tools (Mobile Center, UFT, QC and Sprinter) or EggPlant will be an added advantage
- Certified Software Testing Professional and/or Certified Software Quality Analyst will be an added advantage
- Degree or Diploma in Computer Science, Computer or Electronics Engineering, Information Technology or related disciplines
- Candidates with more than 10 years of experience will be considered for senior position

Application Performance Engineer

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As an Application Performance Engineer, you will assess the application performance, test system scalability and identify potential bottlenecks

As an Application Performance Engineer, you will get to:

- Conduct application performance testing which includes both load and latency testing
- Profile application performance and capture the baseline for peak and off-peak period
- Scale the application and identify potential bottlenecks
- Develop scripts to automate application performance testing in QA build
- Work with Software Quality Engineer on system integration testing
- Work with Software Quality Engineer to manage defect life cycle
- Work with Software Quality Engineer to improve testing processes and tools
- Take on secondary role as an Application Security Engineer or Software Quality Engineer

As an Application Performance Engineer, here is what you will bring to the team:

- Min 2 years of experience in application performance testing
- Experience in agile development environment will be an added advantage
- Experience with continuous integration and continuous delivery, using Atlassian Bamboo or other similar tools will be an added advantage
- Experience in public cloud providers such as AWS or Azure will be an added advantage
- Experience with HP Load Runner, JMeter, Gatling or equivalence will be an added advantage
- Candidates with more than 10 years of experience will be considered for senior position
- Degree or Diploma in Computer Science, Computer or Electronics Engineering, Information Technology or related disciplines.

Application Security Engineer

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As an Application Security Engineer, you will assess the security vulnerability of our applications and improve the overall security posture

As an Application Security Engineer, you will get to:

- Conduct white box and black box security scan, harden systems and application platform
- Develop scripts to automate systems hardening and security vulnerability assessment
- Maintain security test suite in QA build
- Work with Software Quality Engineer on system integration testing
- Work with Software Quality Engineer to manage defect life cycle
- Work with Software Quality Engineer to improve testing processes and tools
- Take on secondary role as an Application Performance Engineer or Software Quality Engineer

As an Application Security Engineer, here is what you will bring to the team:

- Min 2 years of experience in application security vulnerability assessment, analysis and remediation
- Experience in agile development environment will be an added advantage
- Experience with continuous integration and continuous delivery, using Atlassian Bamboo or other similar tools will be an added advantage
- Experience in public cloud providers such as AWS or Azure will be an added advantage
- Experience with ZAP, Burp Suite, SQL Map, HP WebInspect or equivalence will be an added advantage
- Experience with Checkmarx or equivalence will be an added advantage
- Certified Secure Software Lifecycle Professional (CSSLP), Certified Information Systems Security Professional (CISSP) or equivalence will be an added advantage
- Degree or Diploma in Computer Science, Computer or Electronics Engineering, Information Technology or related disciplines
- Candidates with more than 10 years of experience will be considered for senior position