

1.1.1 Web Architect (Drupal)

- **Mission:**

- System Architect/Engineer is responsible for defining and communicating a shared technical and architectural vision to the Agile teams and helps to ensure the system being developed is fit for purpose.
- Analyze desired processes and outcomes and advice on the right combination of IT systems and components to achieve a specific business, department, team, or functional goals

- **Key accountabilities:**

- Participate in planning, definition, and high-level design of the solution and application and explore solution alternatives
- Develops, coaches, and maintains technical talent within the Feature Teams.
- Provide oversight and foster quality in the solution, architecture and code.
- Ensures solutions conform to system blueprint and defined standard development practices
- Provides expert knowledge of the application/system and assists the teams with technical leadership during development activities
- Maintains system and solution designs and shares knowledge of the system and its implementation with technical and business team members.
- Continually validates and reviews, and adjusts the architecture, solution and development practices based on feedback and direct involvement in development.
- Works closely with Product Owners and other stakeholders to establish and refine functional and technical requirements.
- Reviews and integrates all application requirements, including functional, security, integration, performance, quality and operations requirements.
- Works and coordinates with various Feature Teams to align requirements and solutions across the platform.
- Identifies and analyzes project and technical risks & impacts; defines alternatives & prioritizations to remove roadblocks.
- Understand software, hardware, and user interactions, integrations, and interfaces.
- Experience leading solutioning of Drupal architectures
- Must have a high-level understanding of Drupal development patterns, custom module development, and third-party integrations
- Must be well-versed in advanced Drupal development models, object-oriented PHP, and third-party integrations with Services. Experience with D7-D8 migrations is a plus.
- Experience of working with source code control tools like Git, Mercurial or SVN
- Experience in Coding, Application Development, scripting highly preferred. Hands-on experience (or at least working knowledge) with Programming languages like PHP, Python, Perl, Ruby, Java, etc
- Solid understanding of design of complex, high-performance enterprise applications, with deep understanding and functional knowledge of ESB, SOA, B2B, Messaging
- Enterprise and Web applications architecture knowledge
- Integration skills with REST, web services and databases
- Familiar with multiple architectural, development and operational methodologies (e.g., Zachman, TOGAF, ITSM, ...) .
- Certification in one of the following related certifications (TOGAF , Certified System Architect (CSA) , AWS) is preferred

1.1.2 Digital Architect

- **Mission:**

- Contributing to the digital transformation by defining an omni-channel architecture centered on customer experience
- managing the life cycle of solutions, undertaking technology watch and developing proofs of concept for new technologies
- defining the architecture and choosing solutions for pre-project studies, based on an analysis of business needs and the IS strategy
- documenting the existing IS landscape in your field (business functions, applications, interfaces and technical components)
- helping to define architecture standards and rules
- contributing to maintenance and use of the company's data model

- **Key accountabilities:**

- Understands the full UX and Business Case Lifestyle (BCL) and bring forth design thinking from discovery of customer and business opportunities through solution definition, implementation and iteration
- Develop and manage digital experience framework (metrics, standards etc.) as well as deploy best practices in user journeys, user design, prototyping, analytics & measurements and cross-device optimization to drive adoption and full utilization of key platforms
- Facilitate or co-facilitate design thinking workshops. Responsible for the overall look and feel of the digital products. Develop and maintain UI standards to be used as the product is developed, are involved in user testing, and the QA new releases.
- Set a high bar for the overall customer experience. Build the right UX/UI Infrastructure & processes to ensure that anything shipped meets a consistent high bar for brand, design, copy, and overall UX.
- Establish/Produce wireframes, user stories and task flows, rapid interactive prototypes, comps and visual design assets of varying levels of fidelity for usability evaluation and UI development needs.
- Responsible for UX & UI Organizational Vision & Integration of Aligned Technologies
- Responsible for research and trend watch to develop and maintain the UX/UI product roadmap and can provide guidance for continuous improvements.
- Lead the UX/UI team from a technical view across applications COE. Empower teams to design innovative, user-centric product solutions that delight our customers and meet business goals.
- Provide customer-focused leadership by working closely with the business, product management, and technical teams to develop product strategy, use cases, and high-level requirements.
- Enable team to use market analyses and customer research findings to drive design decisions and reduce ambiguity.
- Ensure cross-platform web and mobile user experiences support customer needs as well and drive towards measurable business goals
- Possess very good technical skills in JavaScript, ECMAScript, CSS, SASS, LESS or similar technologies

- Experience using build and test tools (Grunt and Karma)
- Familiarity with Backend and Enterprise Technologies such as JEE
- Experience in JavaScript, ECMAScript, CSS, SASS
- Development with Node.js
- Single Page Web App Frameworks (Angular.js, Angular, React.js, Vue.js etc.
- Build and test tools (Grunt, Karma etc.)
- Basic skills in Java and JEE
- Cloud platforms knowledge (AWS, Azure, Google)
- Experience and know-how in scalability and high availability in IT architecture, RESTful web services and API design, microservice architecture, virtualization, continuous integration, etc.

1.1.3 Mobile Architect

- **Mission:**

- Provide technical leadership and lead definition, design, development, and deployment of our mobile products and solutions. Work with Front-End and UX designers to create optimal solution architecture.
- Architect and implement scalable, stable mobile experiences - expanding the scope of the Within ecosystem

- **Key accountabilities:**

- Define and manage architectural roadmap and technology standards for mobile platform development
- Integrate on-device solutions with enterprise services (such as content management, analytics, and authentication and profile stores)
- Identify standards based solutions that are appropriate to our environment and drive adoption via mentoring and guiding others who are still developing their skills. Ensures solutions conform to system blueprint and defined standard development practices
- Influence adoption of improved testing practices across the team.
- Evangelize adoption of new tools to help debug applications better
- Establishing guidelines and best practices to promote reusability between Web and Mobile layers.
- Streamlining development workflow across various React Native apps
- Provides expert knowledge of the application/system and assists the teams with technical leadership during development activities
- Continually validates and reviews, and adjusts the architecture, solution and development practices based on feedback and direct involvement in development.
- Works closely with Product Owners and other stakeholders to establish and refine functional and technical requirements.
- Reviews and integrates all application requirements, including functional, security, integration, performance, quality and operations requirements.
- Works and coordinates with various Feature Teams to align requirements and solutions across the platform.
- Identifies and analyzes project and technical risks & impacts; defines alternatives & prioritizations to remove roadblocks.
- Understand software, hardware, and user interactions, integrations, and interfaces.

- experience in the architecture, design, and development of an SDK/framework/library preferably on iOS and/or Android. Must have shipped at least one application.
- Experience in iOS SDK, Objective C, Cocoa and/or Android SDK and Java programming. Should be able to work across both iOS and Android platforms.
- Experience in internet standards (HTML, HTTP, DOM, AJAX) and mobile (iPhone & Android) specific DOM, CSS and JavaScript
- Experience with Node.js
- Extensive experience and proficiency with cross-browser, as well as native and cross-platform mobile development.
- Experience in the mobile lifecycle from application development to deployment. Knowledgeable about related issues including application structure, device and operating system API's, debugging, performance optimization
- Four or more years of software development experience
- Experience of working with source code control tools like Git, Mercurial or SVN
- Experience in Coding, Application Development, scripting highly preferred. Hands-on experience (or at least working knowledge) with Programming languages like PHP, Python, Perl, Ruby, Java, etc
- Solid understanding of design of complex, high-performance enterprise applications, with deep understanding and functional knowledge of ESB, SOA, B2B, Messaging
- Enterprise and Web applications architecture knowledge
- Integration skills with REST, web services and databases
- Familiar with multiple architectural, development and operational methodologies (e.g., Zachman, TOGAF, ITSM, ...) .
- Hands on experience with Agile development practices & Agile, XP, or Scrum project methodologies
- Certification in one of the following related certifications (TOGAF , Certified System Architect (CSA) , AWS) is preferred

1.1.4Drupal Developer

- **Mission:**
 - Develop a new Drupal based CMS/Website for Company Jordan
 - Build a functional production website creating custom themes, templates and features as well as enhance existing customizations
- **Key accountabilities:**
 - Develop clean, efficient custom modules for the Drupal 8 content management system
 - Will be involved in all aspects of application development including interpreting requirements, design, development, maintenance and testing.
 - lead and collaborate with the design and UX team to formulate effective, fluid designs and transposing those requirements into a working theme.
 - Reviews and integrates all application requirements, including functional, security, integration, performance, quality and operations requirements.
 - Works and coordinates with various Feature Teams to align requirements and solutions across the platform.
 - Identifies and analyzes project and technical risks & impacts; defines alternatives & prioritizations to remove roadblocks

- Diagnose and solve technical problems related to content management implementation.
- Assist team members with challenging technical implementations
- Use iterative/Agile methodology as needed or requested
- Manage workload of junior developers and provide day-to-day leadership and coaching
- Delegate implementation tasks to junior developer(s) and enforce deadlines.
- Lead code-reviews and project retrospectives to maintain and produce high quality code.
- Drupal 8, PHP, HTML5, JavaScript, and CSS.
- Must have a high-level understanding of Drupal development patterns, custom module development, and third-party integrations
- Must be well-versed in advanced Drupal development models, object-oriented PHP, and third-party integrations with Services. Experience with D7-D8 migrations is a plus.
- Hands on experience with Agile development practices & Agile, XP, or Scrum project methodologies
- Drupal specialization (i.e., not surface-level Drupal experience augmented by knowledge from other CMS applications)
- Active participation in the Drupal community
- Able to conceptualize and design workflows in CMS
- Knowledge of CMS platform configuration and optimization
- An understanding of typical design patterns and use cases
- Ability to develop new modules and edit existing ones
- Experience with MySQL database design and integration
- Object-oriented programming skills and advanced understanding of APIs
- Proficient in the maintenance and administration of Drupal modules and sites
- Mastery of all core web technologies including XML, HTML, JavaScript, and Web Services development using RESTful implementations.
- Experience with object oriented approaches and working knowledge of MVC framework, Service Layer/Integration Platform such as WebMethod, and Communications/Customer Engagement platforms.
- Certification in related domain is preferred

1.1.5 React Native Developer

- **Mission**

- Mobile application development within the React Native ecosystem.

- **Key accountabilities:**

- Sufficient native Android and iOS proficiency to link 3rd party React Native libraries and dependencies
- Strong JavaScript knowledge. Familiar with ES6 and modern language features
- Consuming and defining traditional RESTful APIs
- Understanding of UX best practices and front end UI design methodologies, and a commitment to putting the user first.
- Proficiency using Git in an Agile development team setting
- Experience developing native applications with Objective C, Swift, or Java
- Experience with serverless architecture such as Google Firebase and Firebase Firestore

- Visual Studio App Center continuous integration and distribution including codepush
- Experience working with localization/internationalization
- Experience developing complex responsive web UIs using modern JavaScript framework
- Experience with React Js developer
- Experience with node.js

1.1.6 Integrated Ops

- **Mission**

- Assist project teams with technical issues in the Initiation and Planning phases of development
- Definition of needs, benefits, and technical strategy; research & development within the project life-cycle; technical analysis and design; and support of operations staff in executing, testing and rolling-out the solutions.

- **Key accountabilities:**

- Manage code deployment across the various environments
- Collaborate with development team to document/implement automated code deployment
- Perform regular system monitoring, verifying the integrity and availability of all systems, server resources, systems and key processes, reviewing system and application logs, and verifying completion of scheduled jobs such as backups.
- Perform regular security monitoring to identify any possible intrusions.
- Provide Tier III/other support per request from various constituencies. Investigate and troubleshoot issues.
- Repair and recover from system or software failures. Coordinate and communicate with impacted constituencies.
- Install, configure and manage network services to support the project
- Install, configure and support Operating Systems - Windows/Redhat Enterprise Linux
- Maintain and update Infrastructure documentation
- Create and maintain the DevOps environment that includes the following tools Jenkins, Ansible, BitBucket Server
- Provide assistance with scripts (writing, troubleshooting) to accomplish system administration tasks as needed
- Provide general system administration support
- Participate in deployment and configuration management activities
- Assists with the configuration and testing of additional inter-domain networking and alternate path and/or dynamic reconfiguration. Activities may include:
 - Configure and test any inter-domain networking
 - Configure and test alternate pathing and/or dynamic reconfiguration
 - Compilation and documentation of inter-domain networking, alternate pathing and/or dynamic reconfiguration activities in an operational guide.
- Provides expertise to address architectural and process initiatives. Activities may include:
 - Assist with the planning, evaluation and implementation of enterprise systems re-architecture/system refresh.
- Evaluate and recommend new environment architecture including cluster redesign, virtualization options, filesystem design.

- Address backup architecture and the use of technologies such as clones, snaps, and so forth
- Develops and maintains documentation required for operational procedures, troubleshooting aids, and technical analyses for products, features, and capabilities.
- Experience desired with cloud infrastructure management
- In-depth working knowledge of integration points with the CI/CD tool chain and process using a thorough understanding of available technology, tools, existing designs, and best practices such as jProfiler, APM tools

1.1.7 QA tester

- **Mission:**
 - Develops and applies customized test procedures for all assets involved in Company's customers digital journey while working in an agile environment
- **Key accountabilities:**
 - Understands business requirements and how they translate in application features
 - Collaborates with a team of IT professionals and the Product Owner to define acceptance criteria
 - Performs unit and integration testing before launch
 - Conducts different testing types such as Functional, Regression and Smoke testing
 - Troubleshoots and debugs applications
 - Evaluates existing features and applications to reprogram, update and add new features
 - Works closely with other member of the Feature Teams Care and other Feature Teams, while testing their applications, providing deep expertise and insight to correctly implement automated testing on their systems.
 - Uses Agile methodology and participates in all phases of the iterative process.
 - Monitors bug resolution efforts and track successes
 - Experience of working with source code control tools like Git, Mercurial or SVN

1.1.8 Front end developer

- **Mission:**
 - Develops user-facing features
 - Builds reusable codes and libraries for future use
 - Ensures the technical feasibility of UI/UX designs.
This includes anything between complex groups of back-end services and their frontend (desktop and mobile).
- **Key accountabilities:**

- Primary Skills: JavaScript/Angular/React/HTML/ HTML 5/CSS
- Experience with popular web application frameworks
- Familiarity with Java GUI frameworks
- Builds and configures the frontend Selfcare product (Portal Composer) e.g. Ericson multi service delivery platform (MSDP) .Hands on experience with Angular
- React experience is a plus
- Experience with JavaScript, CSS and jQuery Front-end (CSS) frameworks like Foundation or Bootstrap
- AJAX
- Familiarity with browser testing and debugging
- In-depth understanding of the entire web development process (design, development and deployment)
- Understanding of layout aesthetics
- Knowledge of SEO principles
- Familiarity with content management systems
- Knowledge in ASP.net
- SharePoint Design Experience of working with source code control tools like Git, Mercurial or SVN
- Able to perform code reviews, write unit and integration tests, and lead/contribute to architectural planning and refactoring.
- Basic understanding of JVM, its limitations, weaknesses, and workarounds
- Creates database schemas that represents and supports business processes
- Develops the Integration between Front-end applications and Back-end.
- Integration skills with Rest, web services and databases.
- E2e technical understanding.

1.1.9 Back end developer

- **Mission:**
 - Writes clean code to develop functional applications and integration of user-facing elements developed by a front-end developer with server-side logic. This includes anything between complex groups of back-end services and their client-end (desktop and mobile) counterparts.
- **Key accountabilities:**
 - Primary Skills: Development/Integration
 - Strong understanding of OOP concepts
 - Proficiency leveraging .NET framework using C# and /or JAVA / **and or node.js**
 - Basic understanding of JVM, its limitations, weaknesses, and workarounds
 - Relational Database Experience (Oracle SQL,MS SQL 2016 , SQLite)
 - Experience in Entity Framework code first
 - Experience in Service Oriented Architecture
 - Experience Implementing WCF services and WebAPI
 - **Experience with Spring boot**
 - Adept troubleshooting and debugging techniques to quickly identify incorrect code
 - Experience of working with source code control tools like Git, Mercurial or SVN
 - Able to perform code reviews, writes unit and integration tests, and leads/contributes to architectural planning and refactoring.
 - Experience in integrations using different integration interfaces and APIs including (oracle stored procedures , web service, HTTP/Https ,TMF ,File based, MySql and MsSQL)

- Supports building the environment for Continuous Integration (devOps) + test automation
- Implements automated testing platforms and unit tests
- Experience with popular web application frameworks
- E2e technical understanding.
- Sets up of JBoss FUSE and Service Integration.
- Integration skills with Rest, web services and databases
- Develops the Intergradation between Front end applications and backend.

1.1.10 Web Developer

- **Mission:**
 - Designs, develops and implements complex web applications
- **Key accountabilities:**
 - Primary Skills : HTML5, CSS, JavaScript, ASP.net
 - Deep expertise and hands on experience with Web Applications and programming languages such as HTML, CSS, JavaScript, JQuery and API's
 - Experience in building RESTful services, SOA, and Micro Services System Architecture.
 - Experience in JavaScript, popular Node.js packages (Express, Request, UnderscoreJS), and JSON.
 - Candidate must have a strong understanding of UI, cross-browser compatibility, general web functions and standards.
 - Experience of working with source code control tools like Git, Mercurial or SVN

1.1.11 Mobile Developer (iOS)

- **Mission:**
 - development of iOS applications and their integration with back-end services.
- **Key accountabilities:**
 - Primary Skills: Objective C, Swift and Java coder , Core Data, AutoLayout, UIKit, Cocoa Touch.
 - Strong Javascript background; React Native, Node, Redux, ES6, Typescript.
 - Knowledge of low-level C-based libraries is preferred
 - Designs and builds applications for the iOS platform.
 - Experience with offline storage, threading, and performance tuning
 - Familiarity with RESTful APIs to connect iOS applications to back-end services
 - Knowledge of other web technologies and UI/UX standards
 - Experience working with iOS frameworks such as Core Data, Core Animation, Core Graphics and Core Text.
 - Experience in usage of Instruments to detect memory leaks and for performance optimization.
 - Strong sense of good Application UI and UX Design principles, patterns, and best practices.
 - In depth understanding of Apple recommended guidelines and best practices for coding.
 - Able to perform code reviews, writes and performs unit and integration tests, and leads/contributes to architectural planning and refactoring.

- Experience with creating mobile application designs to meet cross-platform, reusability and ease of unit test.
- Experience of working with source code control tools like Git, Mercurial or SVN
- Familiarity with continuous integration

1.1.12 Mobile Developer (Android)

- **Mission:**

- Translate designs and wireframes into high quality code , responsible for the development and maintenance of applications aimed at a vast number of diverse Android devices.

- **Key accountabilities:**

- Primary Skills: Objective C, Swift and Java coder , Core Data, AutoLayout, UIKit, Xcode Experience in development of Android libraries, services, and SDK' , different versions of Android, and how to deal with different screen sizes
- Strong Javascript background; React Native, Node, Redux, ES6, Typescript.
- Knowledge of the open-source Android ecosystem and the libraries available for common tasks
- Experience building clients on top of RESTful JSON-based APIs to connect Android applications to back-end services
- Experience in usage of Instruments to detect memory leaks and for performance optimization.
- Strong sense of good Application UI and UX Design principles, patterns, and best practices.
- Able to perform code reviews, writes and performs unit and integration tests, and leads/contributes to architectural planning and refactoring.
- Familiarity with cloud message APIs and push notifications
- Experience with creating mobile application designs to meet cross-platform, reusability and ease of unit test.
- Familiarity with continuous integration
- Experience of working with source code control tools like Git, Mercurial or SVN

1.1.13 DevOps Evangelist

- **Mission:**

- The principal officer (leader) responsible for implementing DevOps

- **Key accountabilities:**

- Manages server clusters ranging from SQL, IIS and WCF.
- Creates multiple automation tools geared for safe Cluster management, Service and IIS restarts, Parallel bit deployments, VM deployments, and general server management automation
- Provides direct server support during deployment and general production operations.
- Builds automated scripts for deployment
- Exposures to cloud environments – AWS, Azure, Google (with VPC/VPN)
- Implements Virtualization using OpenVZ/KVM
- Windows/Linux Server System administration
- F5 Load Balancer Configuration and Administration

- IIS configuration and maintenance
- Active Directory support and Azure migration
- Office 365 Administration
- Previous experiences working in an agile environment AND DevOps are required

1.1.14 DevOps Engineer

- **Mission:**
 - Builds functional systems that improve customer experience.
- **Key accountabilities:**
 - Implements integrations requested by customers
 - Deploys updates and fixes
 - Provides Level 2 technical support
 - Builds tools to reduce occurrences of errors and improve customer experience
 - Develops software to integrate with internal back-end systems
 - Performs root cause analysis for production errors
 - Investigates and resolve technical issues
 - Develops scripts to automate visualization
 - Designs procedures for system troubleshooting and maintenance