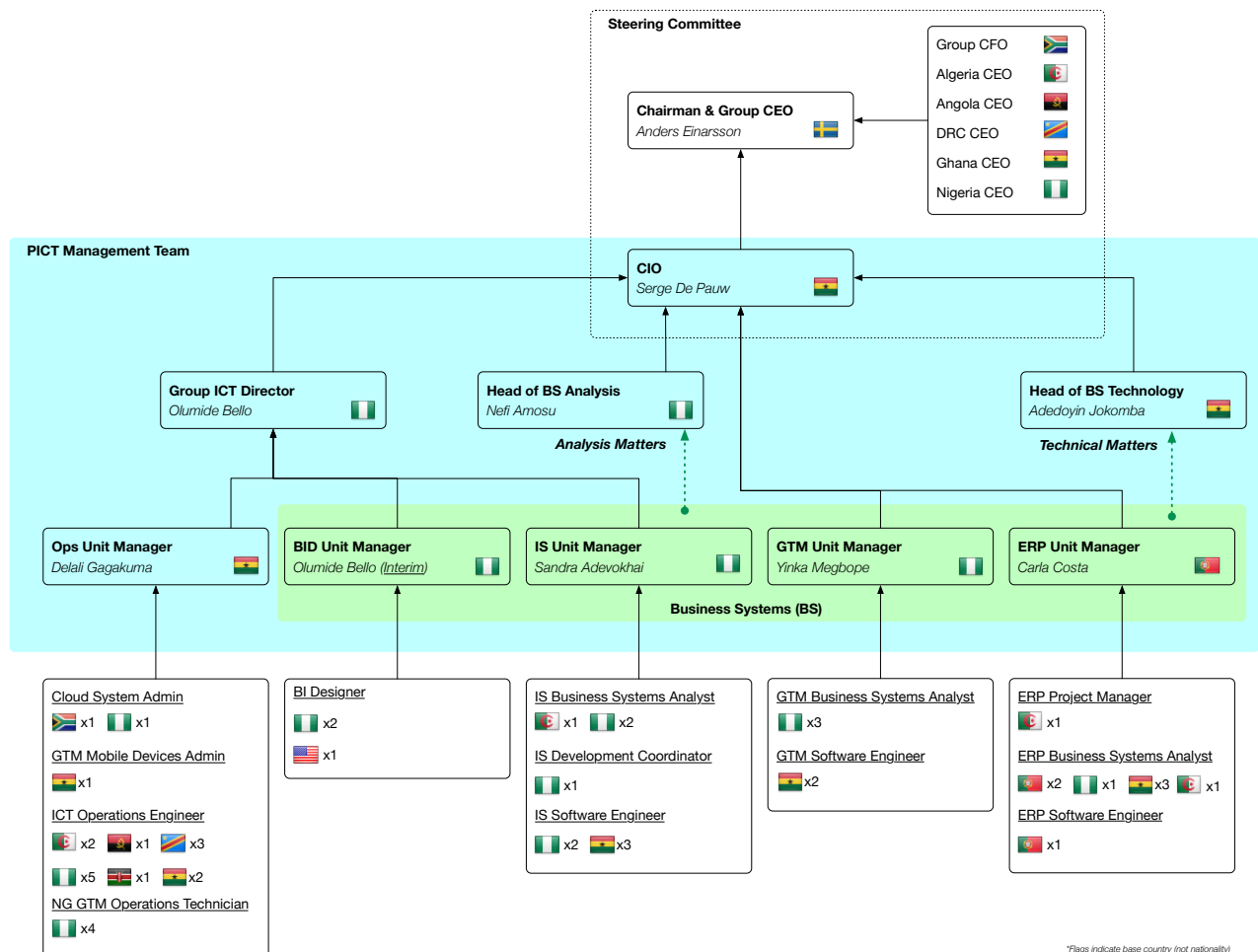![Promasidor logo]

Introduction & Context

Promasidor produces, distributes and markets a quality range of products in over 30 countries across the continent, reaching millions of consumers (more information available on our corporate web site here).

Promasidor's IT Department (called PICT) is structured in 5 units with team members based across our main offices in Algeria, Angola, DRC, Nigeria, Ghana and South Africa:

- **ERP**: is responsible for everything related to our group ERP (Microsoft Dynamics Business Central) such as deployment, support & maintenance as well as functionality enhancements.

- **GTM** (Go-To-Market): is responsible for our Sales Force Automation (mobile) solution (internally built), used by close to 1,500 users all over Africa.

- **IS** (Information Systems): is responsible for all business systems other than ERP and GTM (e.g. Business Process Management System for HR and other processes, Helpdesk ticketing solution, OEE for production efficiency etc).

- **BID** (Business Intelligence Design): is responsible for the creation and maintenance of our reporting and analytics, mainly using Microsoft Power BI.

- **OPS** (Operations): is responsible for the infrastructure foundation for all the other units (physical and cloud, networking & connectivity, computers and other hardware devices) as well as productivity and collaboration tools (Emails, Microsoft Office & Teams, AI etc).

Overview of the PICT organisation & reporting structure:

The role of Software Engineer can be performed:

- at four levels of seniority —Junior, Associate, Senior, and Lead— based on competencies, experience and performance. While each level has variations in the job description, all share the same overall characteristics described in this document.

- with different business systems focus (in different units): ERP, GTM and IS.

Job Purpose & Objectives

Collaborate with Business Systems Analysts to design, develop, and maintain scalable and high-quality business software solutions that meet organizational and user needs.
Ensure adherence to industry best practices, coding standards, and continuous improvement processes.

Key Responsibilities & Activities

Software Development

- Collaborate with team members, stakeholders, and clients to understand requirements and deliver effective solutions.

- Write clean, maintainable, and efficient code.

- Actively participate in all phases of the software development lifecycle, including planning, design, programming, testing, deployment, and maintenance.

Testing & Fixing

- Perform unit testing, troubleshoot, and debug your own code during the development phase.

- Resolve software issues promptly during system tests and user acceptance testing (UAT) phases.

- Address software issues in production/live environments based on prioritized importance and urgency, aligned with your line manager.

Personal Development

- Continuously stay updated and enhance your knowledge about the tools and technologies used within your unit.

- Stay informed about the evolution of emerging technologies and industry trends.

Key Competencies Requirements

Must Have

- A Bachelor's degree in Computer Science, Software Engineering, or a related field.

- A Master's degree may be preferred for senior roles.

- Proficiency in programming languages (e.g., Java, Python, C#).

- Understanding of software development methodologies (e.g., Agile, Scrum) and development lifecycles.

- Familiarity with database systems, cloud services, and version control systems.

- For our **ERP Unit**: Familiarity with AL programming language for Business Central development.

- For our **IS and GTM Units**: Familiarity with Low-code, Rapid Application Development tools such as: Omnis Studio, 4D, LiveCode, or preferred by Promasidor: Claris FileMaker.

Job Requirements: Personal Attributes

- Attention to detail and commitment to quality.

- Strong work ethic and reliability.

- Adaptability and continuous learning.

- Initiative and proactivity.

- Resilience under pressure and ability to meet deadlines.

- Effective communication and teamwork.

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