**Junior Software Developer Profile**

This document outlines the desired profile for junior software developer candidates and the key metrics used for evaluating their performance and team contributions.

**Ideal Candidate Profile**

We are looking for enthusiastic individuals who are eager to learn and grow in a software development environment. The ideal candidates for these positions typically possess the following characteristics:

* **Educational Background & Learning Aptitude:** Fresh graduates, current students with relevant coursework, or individuals who are self-taught but demonstrate a strong foundation in coding principles and a clear passion for continuous learning.
* **Programming Language Proficiency:** Solid working knowledge of at least one popular programming language (e.g., Python, Java, JavaScript, C++, C#). This includes understanding core concepts, data structures, and algorithms.
* **Database Fundamentals:** Basic understanding of database concepts, including relational databases (SQL) or NoSQL databases, and the ability to interact with them.
* **Practical Experience/Portfolio:** Have developed at least one personal project, such as a webpage, mobile application, or other software, which they can showcase to demonstrate their practical coding skills and ability to complete a project.

**Performance Evaluation Metrics**

A junior software developer's performance will be assessed based on their individual contributions, code quality, and productivity. Key metrics include:

* **Code Review Feedback:** Code contributions (via pull requests or similar mechanisms) are generally accepted by peers, or feedback provided is constructive and manageable, indicating an understanding of coding standards and the ability to learn from review.
* **Code Quality & Documentation:** Consistently writes code that is organized, readable, follows established coding standards, and includes appropriate documentation (comments, READMEs) to facilitate understanding by others.
* **Codebase Contribution Frequency:** Actively contributes to the project codebase with meaningful commits or pull requests at least once per week.
* **Task Completion & Issue Resolution:** Successfully resolves assigned issues and completes tasks within the project tracking system (e.g., Jira), aiming to complete at least one task per week.

**Team Skills**

Collaboration and teamwork are essential for success in our environment. Junior developers are expected to demonstrate the following team-oriented behaviors:

* **Team Support:** Willingness to support and assist other team members when they require help or guidance.
* **Swarming & Collaboration:** If personal tasks for the week are completed, actively engages in "swarming" by offering assistance to other team members on their tasks to help the team meet its overall goals.
* **Best Practice Adherence:** Helps to uphold and promote the team's established best practices and coding standards among all team members.