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| 1. **POSITION DETAILS** | |
| **Job Title** | Full Stack Developer |
| **Division** | Client Experience Delivery |
| **Department** | Digital |
| **Reporting Manager (name)** | Lingani Tshuma |
| **Reporting Manager (title)** | Delivery Lead: Banking Platform |

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| 1. **PURPOSE STATEMENT** |
| * The company requires a Full Stack Software Developer who has the same level of passion for high quality software solutions. * You will be part of a cross-functional team that is responsible for the full software development life cycle from conception to deployment of each new product. * As a Full Stack Developer, you need to be comfortable around both the front and back end coding languages, development frameworks and third-party libraries. * Develop and maintaining web applications * Create automated and scalable solutions * Develop reusable code and libraries for future use * Translate UI and UX wireframes to visual elements of the application * Integrate frontend and backend aspects of the application * Test software to ensure responsiveness and efficiency * Troubleshoot, debug and upgrade software |

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| **3. ORGANISATIONAL CHART** |
| |  |  | | --- | --- | | SUPERVISOR  (2nd Level) | Head: Digital | |  |  | | SUPERVISOR  (1st Level) | Delivery Lead: Banking Platform | |  | | INCUMBENT | **Full-stack Developer** | |

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| **4. SUBORDINATES** |
| The job incumbent will have **no direct reports.** |

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| 1. **ENVIRONMENT** |

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| **5.1 External environment** |
| * Daily liaison with **external service providers** (i.e. software vendors) |

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| **5.2 Internal environment** |
| * The job holder operates within the following **internal policy**:   + Information Management Policy   + Information Security Policy   + IT Governance Policy   + Enterprise Architecture Principles * The job holder must adhere to internal **Systems Design Quality Standards (programming and development best practices)** * The job holder will liaise with various **IT departments**:   + All departments with the Systems Development Team   + IT Infrastructure   + IT Risk   + Business Development |

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| 1. **KEY PERFORMANCE AREAS** |
| * 1. **Development and quality**   2. **On-time delivery and tracking**   3. **System support and uptime** |

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| 1. **KEY TASKS & ACCOUNTABILITIES** |
| * 1. **Development and quality** * Work with developers and architects in developing platform components based on requirements * Manage all cross-cutting non-functional architectural concerns for applications. * Enforce non-functional Capitec and industry standards applicable to its delivery class * Perform quality checks by developing and executing, tests, automation scripts and procedures. * Evaluate system architecture and make recommendations as required.   1. **On-time delivery and tracking** * Ensure timely delivery of developed applications and systems. * Ensure project deadlines at met according to contracted SLA. * Ensure visibility and tracking of value delivered in accordance with Capitec SDLC. * Liaise with software vendors and all IT departments.   1. **System support and uptime** * Perform standby and support users using the platform in a timely manner. * React to system monitoring and alerting events in a timely manner. * Perform capacity planning on infrastructure requirements. * Performance stability tests to improve system stability. * Performance analysis/ load tests to improve throughput. * Recommend and implement improved methods. * Maintain and modify existing applications and systems. |
| 1. **KNOWLEDGE, SKILLS & EXPERIENCE** |

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| **8.1 Qualifications & Experience** |
| **Definition** |
| * National Senior Certificate (Grade 12) or National Certificate (Vocational) * A relevant 3 year degree / diploma in IT with 5 years proven experience in software development OR * 7 years’ proven software development * Essential experience in the following skill set is required:  |  | | --- | | **Minimum** |  |  | | --- | | Mobile Development (Native or Hybrid) | | CI/CD (e.g Jenkins, TeamCity, Azure Pipelines etc) | | OAuth 2.0 | | Solution profiling and tracing | | Linux, Docker, Kubernetes | | DevOps and Automation | | AWS |  |  | | --- | | **Ideal** |  |  | | --- | | JavaScript, HTML 5, CSS | | Backend development with C#, .Net Core and Entity framework | | Entity framework | | Write effective API’s (REST / Swagger) | | Write effective Unit Tests (TDD) | | Write effective Front-end Code following Capitec’s UX Standards | | Git source code version control | | SQL | | Application Architecture & Design | | Application and Data integration | |

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| **8.2 Knowledge** |

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| **8.3 Skills** |
| * Passionate about technology, constantly seeking to learn and improve skillset. * Ability and willingness to learn new development languages and technologies. * Communication skills (written and verbal) * Interpersonal / Relationship management skills * Analytical, diagnostic and problem solving skills * Ability to work under own initiative without guidance, cope well under sustained pressure and deliver to deadlines * Ability to work effectively with no or little supervision * Willingness to take ownership and accountability * Team player |

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| **9. ADDITIONAL INFORMATION** |
| * Valid driver’s license * Contactable on (own) cell phone * Willing to work after hours / over weekends (if required) * Clear credit record * Clear criminal record |

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| **QUESTIONNAIRE PREPARED BY:** | |
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| **Job Holder** |  |
| **Signature** |  |
|  | |
| **Reporting Manager** |  |
| **Signature** |  |
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| **HR Consultant** |  |
| **Signature** |  |