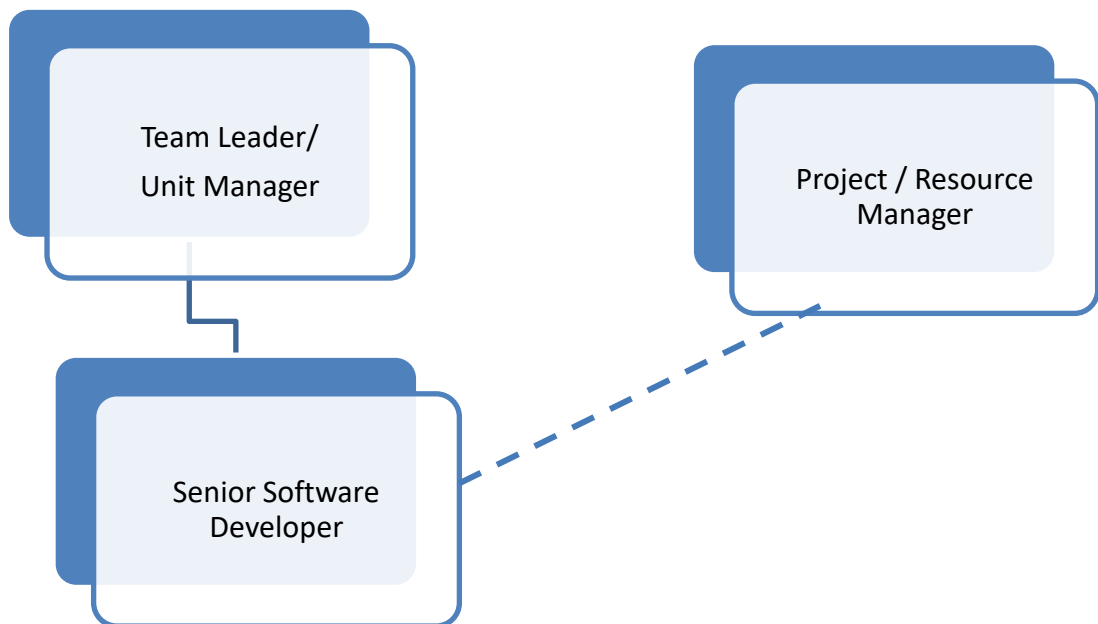


Identification Data

Job title (Write the title of the job being described in the questionnaire)	Senior Software Developer		
Reports to	Team Leader / Product manager / Unit Manager / ...		
Business Unit. (BU)	Payment	Job Family (i.e. Management Board, Banking software, System integration, HR, Finance, Quality...)	Software Development
Location (Country)	Payten Country	Effective Date:	April 1 st , 2020

Job Description

1. Organizational Structure (reporting relationships)



2. Job Purpose (just one)

Please provide a brief (3 to 5 sentence) statement describing the main purpose of the job.

The intent of this statement is to describe why the job exists and what the incumbent is expected to accomplish.

Action – type of impact <i>What?</i> Use a verb	Function <i>Where?</i> Basic function	Guide <i>According to what guidelines?</i> Regulatory element	Final Result <i>Why?</i> Principal result
Develop complex software modules inside assigned Payten country according to company technical procedure, standards, policies and customer requirements in order to provide applications that are functional, operational and optimized.			

3. Career Path

Here is a career path for Software Developers

Software Development
Lead Software Developer
Senior Software Developer
Software Developer
Junior Software Developer

4. Main Accountabilities

Please describe the primary accountabilities of this role. These should be two to three sentence statements describing the primary activities necessary to accomplish the objectives for which this role is responsible (please list no more than 8).

Please note, that you may always be asked to perform additional duties that are not reflected below.

Name of the area of accountability	Key Accountabilities and activities (Action – area of impact – result)	Key Performance Indicators
Development	Develop and program moderately complex programming modules in order to fulfill requirements according to the specification and project plan/ estimated time	Project(s) /Contract(s) tasks according to plan and estimated time; Customer satisfaction index Number of relevant bugs recorded after development
Bug fix	Remove and fix moderately complex bugs in the software application to ensure quality control of the application modules	Number of fixed bugs; In accordance of estimated time for the task
Documentation	Elaborate and continuously update the documentation for the software product in order to comply with customers' requirements as defined in project(s)/contract(s)/CR's and ensures internal knowledge sharing and available documentation for internal use within the team/ business.	Project(s) /Contract(s) tasks according to plan and estimated time; internal/external customer satisfaction index
Maintenance	Maintain and support the product modules in order to provide fully functional, operational and optimized applications in accordance to defined project(s)/contract(s)/CR's / SLA	Number of solved incidents, bad system performance resolution, Internal and external Client Satisfaction Index prod environment: MTBF (mean time between failure); MTTR (mean time to recover/repair) depending on the SLA
Working procedures and reporting	Timely and accurately follow all relevant working procedures, in particular reporting, time tracking, project planning, information sharing, to ensure work is performed according to agreed standards and expectations, resource planning and specific KPIs.	Accuracy, Timeliness, % of completion (for time tracking and project planning)
Knowledge sharing and support	Provide guidance and knowledge transfer to individuals or teams, support and mentor less skilled and less experienced employees, to increase work efficiency, create knowledge-based organization and sustain a competitive advantage.	Internal client satisfaction index

3a. Main Accountabilities – Country Specific

Please mark the primary accountabilities of this role which are different and specific ONLY to your country.

Name of the area of accountability	Key Accountabilities and activities (Action – area of impact – result)	Key Performance Indicators	Mark the Accountability
Business analysis	Analyze clients' requirements, business processes, process improvements and changes, transforming them into tasks, CRD (customer request document) or product designs, cooperate with consultants regarding solution design in order to fulfill requirements according to defined project(s)/contract(s)/CR's	Project(s) /Contract(s) tasks according to plan and estimated time; Customer satisfaction index	<input checked="" type="checkbox"/>
Trainings	Prepare training curriculums and corresponding documentation, perform trainings the customers for the new functions or modules	Customer satisfaction index	<input checked="" type="checkbox"/>
Implementation	Implement programming modules in order to fulfill requirements according to defined project(s)/contract(s)/CR's	Project(s) /Contract(s) tasks according to plan and estimated time; Customer satisfaction index	<input checked="" type="checkbox"/>
Code Control	Double check codes in order to ensure high quality of the product	Number of corrected code Number of recorded incidents	<input checked="" type="checkbox"/>
Testing	Test assigned tasks, configure the testing environment and support teams responsible for testing in order to ensure quality control of the application	Number of recurring bugs in reference to the quality of testing and according to plan and estimated time	<input checked="" type="checkbox"/>
Installation and migration	Install and migrate of software systems and data, install and configure of moderately complex product modules in order to meet client requirement and improve the system performance	Project(s) /Contract(s) tasks according to plan and estimated time; Quality of system performance in reference to the project(s)/contract(s)/CR's	<input type="checkbox"/>

5. Resource Management – Job Dimensions

The most important areas for the current year, expressed in annual Euro, on which the job has a direct influence. (Examples: revenue/sales, operating costs, people costs, procurement, budget accountability, etc.). Or, number of non-monetary resources (Example: people managed, locations, number of transactions, staff supported, etc.).

Financial		Non – Financial	
Description	Value	Description	Value
/	/		

6. Scope

Decision making power

Identify the types of decisions this job has the power to make. What typical decisions does this job have total authority for making?
The most important decisions that this job makes without approval are:

Makes appropriate decisions in relation to procedures, precedents, and standards in own area of responsibility

Internal Relations

What are the most significant professional contacts you have within organization? Consider only contacts other than your immediate superior or subordinates. Identify and explain the four most typical internal contacts of the position.

Job Title	Area/Department	What type of service is delivered?
Project Manager / Resource Manager/ Product Owner	PMO	Deliverables according to <i>project(s)/contract(s)/CR's</i>
Product specialist / Business Analyst	Product management	Deliverables according to <i>project(s)/contract(s)/CR's</i>
Release / Support Engineers/ QA	Development & Support	Deliverables according to <i>project(s)/contract(s)/CR's</i>
Software Developers/ Software Architect	Software development	Deliverables according to <i>project(s)/contract(s)/CR's</i>

External Relations

What are the most significant job related contacts you have outside of organisation? Identify and explain the four most typical external contacts of the position.

Job Title	Area/Department	What type of service is delivered?
Clients	External clients	Deliverables according to <i>project(s)/contract(s)/CR's</i>

Required Education, Skills, Knowledge and Experience

Describing Education, Knowledge and Experience define ENTRY-LEVEL requirements for the position

Education		
Level (Student Technical studies, Bachelor, Master, PhD, etc.)	Faculty/ Specialization	
Bachelor/Master	Technical University / IT related specialization	
Experience		
Years	Type	
<ul style="list-style-type: none"> +4 +2 	<ul style="list-style-type: none"> Software development experience Relevant experience within the particular area 	
Practical Knowledge and Skills		
<ul style="list-style-type: none"> Advanced knowledge for relevant programming language Relevant business knowledge within the particular area; understanding of processes and flows 		
English language		
0	Not required	<input type="checkbox"/>
1	Passive, allowing e.g. use of applications/IT systems	<input type="checkbox"/>
2	Verbal communication, general writing and reading, creating documents and substantive communication	<input checked="" type="checkbox"/>
3	Advanced level allowing fluent communication, making presentations, preparing complex written statements and documents associated with performed tasks	<input type="checkbox"/>

7. Required Competency Levels

Core Competencies (levels)	1	2	3	4	5	N/A
1. Planning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Delivering Results	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Customer Focus	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Teamwork and Collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Problem Solving	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Decision Making	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership Competencies (levels)	1	2	3	4	5	N/A
1. Leading Others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Change Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Approved by:

Position, Printed Name _____

Signature of the Approver _____

Date: _____

Job Holder's Printed Name _____

Job Holder's Signature _____

Date: _____

On behalf of Payten (locally)

Position, Printed Name _____

Signature of the Approver _____

Date: _____