**Full-Stack Developer Employment Contract Agreement**

This Full-Stack DeveloperEmployment Contract Agreement is made and entered into on April 10, 2024 by and between Walia Market, and Hawltu Yenealem Azazh, an individual residing in Addis Ababa hereafter referred to as the “Employee”.

WHEREAS the employer desires to employ the Employee as a Full-Stack Developer, and the Employee desires to accept such employment on the terms and conditions set forth in this agreement.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties agree as follows:

**Employment**

The Employer hereby employs the Employee as a full-time Full-Stack Developer. The Employee accepts such employment on the terms and conditions set forth in this Agreement. The Employee's primary duties shall be to:

* Develop mobile application back-end API, web application and custom software for Employer.
* Front-End Development: Designing user interfaces (UI) that are intuitive and visually appealing, ensuring responsiveness across different devices.
* Back-End Development: Building and maintaining servers and APIs (application programming interfaces) that power the application's functionality.
* Integration: Ensuring smooth communication between the front-end and back-end for a seamless user experience.
* Testing and Debugging: Identifying and fixing bugs in both the front-end and back-end code.
* Deployment and Maintenance: Deploying the application to a production environment and maintaining its performance and security.
* Identify technologies and strategies to benefit the Employer.

**Salary**

The Employer shall pay the Employee a net salary of 12,000 ETB per month. The salary shall be paid on the 10th of each month. The salary may be subject to statutory deductions as required by law.

**Benefits**

The Employee shall be entitled to the follow benefits:

(a) Annual Leave: The Employee shall be entitled to 7 days of paid leave every 12 months, to be taken at times mutually agreed upon by the Employer and the Employee.

(b) Public Holidays: The Employee shall be entitled to public holidays as declared by the Government of Ethiopia.

(c) Other benefits: The Employer may provide the Employee with additional benefits as deemed appropriate by the Employee.

**Job Description**

**Job Overview:** As a full-stack developer specializing in both mobile and web app development, you'll design and build front-end and back-end components for both platforms. This includes creating user interfaces, managing databases, and developing APIs for communication. Your responsibilities also involve testing, debugging, deploying apps, collaborating with teams, and staying updated with emerging technologies.

**The Employee’s duties shall include, but not be limited to, the following:**

**(a)** Mobile App Development: As a full-stack developer, you'll primarily focus on developing mobile applications. This involves creating both front-end (client-side) and back-end (server-side) components of the app.

**(b)** Back-end Development: You'll develop the server-side logic and database management systems necessary to support the mobile app's functionality.

**(c)** Front-end Development: You'll be responsible for designing and implementing the user interface (UI) and user experience (UX) of the mobile app.

**(d) Quality Assurance:** Implement best practices for quality assurance, code review, and testing to maintain high standards of Walia Market software development.

**(e)** Database Management: You'll design and implement databases to store and retrieve data efficiently. This involves understanding database architecture, data modeling, and query optimization.

**(f)** API Development: You'll create and maintain APIs (Application Programming Interfaces) that allow communication between the mobile app and server-side components.

**(g) Document Processes:** Develop and document technical processes and procedures.

**(h)**Deployment and Maintenance: You'll deploy the mobile app to app stores (e.g., Apple App Store, Google Play Store) and ensure that it meets all requirements for submission. After deployment, you'll monitor the app's performance, fix bugs, and implement updates and enhancements as needed.

**Termination**

Either party may terminate this Agreement by giving 10 days’ notice in writing to the other party. The notice period may be waived by mutual agreement of the parties. The Employer may terminate this Agreement with immediate effect in the event of the Employee’s material breach of this Agreement. Employee must transfer the company information and materials.

**Confidentiality and non-disclosure**

The Employee shall maintain the confidentiality of all proprietary information of the Employer, including trade secrets, customer lists, source code, websites information, business plan and process es, customer information, software secrets, and other confidential information shall not disclose such information to third party without the prior written consent of the Employer.

**Intellectual Property**

The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property created. Any source code, software or other intellectual property developed, including but not limited to software or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer**.**

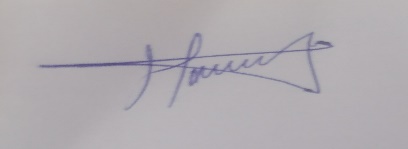
**Effective Period**

This Agreement shall be effective from April 10, 2024.

**Entire Agreement**

This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements between the parties, whether written or oral.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the date first above written.

 **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**(Employee) (The Employer)**

Name: HawltuYenealem Represented By:

**Designation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**