ROLE PROFILE

JOB TITLE	PROGRAMMER
COMPANY	SAHARA GROUP LIMITED
JOB GRADE	SUPERVISOR
LINE MANAGER	HEAD, BUSINESS INNOVATION

Purpose Statement:

To perform frequent, repeatable operational reporting, testing and technical maintenance activities in order to support the Business continuously without interruption and negative impact on service delivery.

The Programmer will employ creative imagination, modeling and information engineering to develop a system that satisfies both management and end-users in the most cost-effective and efficient way possible. He/she also debugs the system and ensures that it is error-free.

Key Deliverables

- Establish a detailed program specification through discussion with clients
- Clarify what actions the program is intended to perform
- Simplify specification into its basic elements and translating this logic into a programming language
- Devise possible solutions to anticipated problems
- Working as part of a team, which may be established purely for a particular project to write a specific section of the program
- Combine all elements of the program design and testing it
- Provide ideas to better optimize existing/developed applications
- Test sample data-sets to check that output from the program works as intended
- Conduct testing and installing the program into production & deploy of application into client's environment (excluding hosted apps)
- React to problems and correct the program as necessary
- Evaluate and increase the program's effectiveness
- Adapt the program to new requirements, as necessary
- Conduct user-acceptance testing to ensure the program can be used easily, quickly and accurately (well documented test reports)
- Write detailed documentation for the operation of the program by users and computer operators
- Consult manuals, periodicals and technical reports to learn new ways to develop programs and maintain existing skills and knowledge
- Update, repair, modify existing software and generic applications(bug fixing)
- identify creative solution to enhance Sahara's businesses and assist in other duties as needed and directed

Knowledge/Skills:

- Proficient in the use of Microsoft Office Suite (Word, Excel, Power Point)
- Proficient in Python, PHP and JavaScript with a good knowledge of its ecosystems
- A working knowledge of Java, C++ and C#
- Solid understanding of object-oriented programming
- Familiar with various design and architectural patterns
- Good knowledge of HTML, CSS and JavaScript.
- Ability to learn new tools and technologies
- Skill for writing reusable code libraries
- Possess a firm grasp of algorithms and data structures
- Familiarity with concepts of MVC, JDBC, and RESTful API development and web security
- Understanding fundamental design principles behind a scalable application
- Implementing automated testing platforms and unit tests
- Familiarity with build tools such as Ant, Maven, and Gradle
- Familiarity with continuous integration.

Minimum Qualification/ Experience:
• A degree from a reputable University (Minimum Second Class Upper).
• An Electrical Electronics/Computer Engineering bias will be an added advantage
• 2-4 years application development experience
• Experience building and integrating applications
• Experience with test-driven development
Personality Traits:
• Candidate must be able to work in a fast-paced,& dynamic environment.
• Candidate must be a strong communicator with ability to connect with people at all levels.
• Strong analytical skills, problem-solving abilities, excellent interpersonal skills,
• Knowledge of current technologies
• Candidate must be hardworking and one who thinks "out of the box"
• Candidate must be a self-starter and a team player with a proactive approach to work.
• Candidate must be ambitious with a 'can-do' attitude.
• Candidate must be assertive.
Working Relationships
• Board of Directors
• Managing Directors
• Group Human Resources
• Line Manager
• All staff