



TERMS OF REFERENCE

1. INTRODUCTION:

Post:	Software Engineer
Post Type:	Permanent (Initial contract shall be for a period of 1 (one) year. The contract shall be extended or made permanent based on performance, upon successful completion of one year.)
Department:	Software Engineering

2. REPORTING RELATIONSHIPS:

The Software Engineer will report to the Manager, Software Engineering.

3. OVERALL RESPONSIBILITIES:

The Software Engineer will work closely with the Software Development team and members of other Departments of the Division to develop required softwares for the Pension Office.

4. SCOPE OF WORK:

- Actively engage in the design and development of software to provide quality, high performance, user-centered, and data rich web applications.
- Develop enhancements to existing software as well as design and develop new software.
- Write testable, scalable and efficient code.
- Review code developed by other developers and provide feedback to ensure best practices (e.g., style guidelines, checking code in, accuracy, testability, and efficiency).
- Build custom libraries and frameworks required for the development process.
- Triage product or system issues and debug/track/resolve by analyzing the sources of issues.
- Participate in continuing education and training to remain current on best practices.
- Take lead on projects, planning, training and documenting technical specifications as needed.



- Collaborate in a team environment to share best practices, implement process improvements, and ensure software quality.
- Resolve software related issues and provide solutions.
- Deliver well tested and functioning applications developed for the requirements of the product owner.

4. QUALIFICATIONS AND EXPERIENCE:

- Bachelor's degree in software engineering or related.
- 2 years of work experience with software development.

OR

- Professional certificate in related field.
- Minimum 5 years of work experience with software development.

5. DESIRED SKILLS AND COMPETENCIES:

- Proficiency in TypeScript, JavaScript, NestJS, NuxtJS, VueJS, TailWindCSS, HTML5, CSS3, MySQL, MSSQL, Google Cloud Platform.
- Knowledge of best practices related to secure development and cybersecurity.
- Knowledge of microservice architecture.
- Excellent project and time management skills.
- Ability to work independently or with a group.
- Ability to keep up with software industry trends and innovation.
- Ability to learn other coding languages as needed.
- Exceptional interpersonal and communication skills.

