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Vision: To always be the best at what we do!

Vacancy – Team Lead: Applications Development & Support

Section: Business Enabling Services

Department: Technology

Office: Windhoek

Primary purpose of position

To liaise closely with BSU (Business Support Unit) on applications development and refinement needs, prioritise these together, translate these into UI/UX effective solutions, while aligning closely with DB and Applications Architecture.

Responsible for the digitisation and automation of business facing tools and platforms based on customer requirements.

Main Responsibilities

1. Technical Governance - Applications & Functional Optimisation (Development & Compliance) (incl. Applications UI/UX Design, Applications Utilisation & Control Principles, User Operational Support Procedures and Processes and Effectiveness).
2. Annual Technical Applications Developments and Implementation Plans, Schedules & Effectiveness.
3. Software/Applications Requirements, Analyses & Definitions (Across Functional Requirements for Applications & Data Bases).
4. Software/Applications Designs & Integration.
5. Software Developments Coding & Testing Effectiveness - Technical & Functional Integrity of Solutions.
6. Ensure delivery of new/refined Applications Deployment/Implementation Effectiveness.
7. Systems Administration Disciplines Effectiveness.
8. Technical Refinements, Problem Solving and User Support Services.
9. Applications & Related Projects Effectiveness (part of project matrix structure).
10. Stakeholder & User Relations Effectiveness (incl. Advisory Services in relation to forums and stakeholder engagement).
11. Technical Applications Development Team Management Effectiveness.

Educational requirements

Three-year post schooling Diploma or bachelor's degree in Software Development or associate degree, majoring in application development methodologies or a Diploma or Higher Certificate in software programming, systems functional alignment & interconnectedness (integration).

Experience requirements

- A minimum 5-year technical lead role in applications development & support teams.
- Experience of the total SDLC from analysis to eventual deployment of solutions and its support in a biometric banking development environment.
- Practical experience of the following development languages, tools and disciplines: JavaScript, Node.JS, Typescript, PHP, Python, Java, CSS, Front End Development on JS frameworks like Angular, React.JS and VUE.
- Experience on platforms and cloud vendors like AWS, Azure and Google Cloud Services.
- Experience in developing scalable applications on relational data stores like SQL.
- Advantage of USSD, SMS (SMPP), IOS and Android operating systems and applications development.
- Experience in using design patterns like MVC Model-View-Controller Pattern.
- Understanding of CSS pre-processors like Sass/Less (Syntactically Awesome Stylesheets (Sass) and Leaner CSS (LESS) are both CSS preprocessors). State management principles and tools like Redux, Flux Patterns, MOBX and RXJS Subjects.
- Experience with message-based software architecture.
- Experience of UI, UX best principles and strategies.
- Experience with design principles for accessibility and must conform with the latest web/app performance guidelines.
- Experience of Application Programming Interface design, RESTful implementations, and data structures like JSON, XML and attribute grammar.
- Experience of isolating systems and utilizing a micro services DevOps approach.
- Experience of Relational and Non-relational database systems like SQL and MongoDB (or other i.e. Postgress or Casandra).
- Experience of encryption mechanisms and modern ciphers like RSA, AES and DES.
- Experienced with OWASP best practices and protocols.
- Experience on analysis, subsequent construction of business functional requirements into functional business support applications and functional requirement specifications.

- Experience of different application environments e.g. application that supports business units versus operational application infrastructure.
- Experience in the banking or financial services application environment.

Skills and knowledge requirements

- Business analysis.
- Computer literate.
- Critical thinking.
- Logical reasoning.
- Problem-solving skills.
- Ability to conceptualise, advise and integrate practical considerations within strategies.
- Able to work with all levels of management, users and other IT colleagues.
- time management skills.
- Organisational skills.
- Ability to manage competing priorities in a branch-based network and multiple systems and business entities environment.
- The ability to translate business requirements into functional and technical development requirements.
- Skill to continuously improve on existing business tools effectively.
- Knowledge of banking technology and/or ERP systems.
- ICT based banking, logistics, mail and retail compliance processes.
- Knowledge of implementing technology-based risk management policies, procedures and processes.
- Knowledge of the holistic representation of user interface / user experience and relevant integration of banking, mail & logistics, retail and customer facing tools.
- Knowledge of biometric UI/UX and the integration into the relevant back-office technology platforms.

Closing Date: 30 June 2021

Candidates who comply with the above criteria and competency areas should submit letters of applications, certified copies of relevant qualifications together with a detailed curriculum vitae to: The Executive: Human Resources; NamPost; P O Box 287; Windhoek. Applicants who do not receive any response within three weeks after the closing date must accept that their applications were not considered favourably.

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