

JOB SPECIFICATION & RECRUITING PROFILE OF VACANCY

16 September 2016

The following vacancy exists at NSFAS.

Position	Senior Java Developer	Type & Grade	7 months - Fixed Term Contract, Grade 10-12
Vacancy No	33 of 2016/17		
Department & Unit	ICT (Application Development)		

POSITION OVERVIEW

NSFAS is seeking a Senior Java Developer for a 7 month contract at our head office in Wynberg, Cape Town.


The Senior Java Developer will be responsible for building Java applications. This includes anything between complex groups of back-end services and their client-end (desktop and mobile) counterparts. Your primary responsibility will be to design and develop these applications, and to coordinate with the rest of the team working on different layers of the infrastructure. Thus, a commitment to collaborative problem solving, sophisticated design, and product quality is essential. The position will work closely with the Senior Manager: Application Development, Business Analysts, Testers and systems support staff. The incumbent reports directly to the Senior Manager: Application Development.

It is expected that the Senior Java Developer will be an individual who is a self-starter skilled in designing efficient coding solutions balancing internal management with external demands, while keeping abreast of current IT technologies so as to assist NSFAS in meeting their demanding roll out strategy. While managing NSFAS's ICT activities, he/she will foster an environment of accountability, excellence, collaboration, continuous improvement and innovation among the staff and will demonstrate fiscal responsibility.

RESPONSIBILITIES

Given the new student centred model implementation with its resultant vibrant, technologically savvy and high performance organisational culture, the following Key Performance Areas will be expected:

- Translate requirements created by business analysts into a solution architecture with appropriate design artifacts to ensure that functional and non-functional requirements are



achieved, giving particular attention to providing software solutions that are able to dynamically scale to meet the needs of a growing student centred model.

- Design, build, and maintain efficient, reusable, and reliable Java code
- Ensure the best possible performance, quality, and responsiveness of the applications
- Identify bottlenecks and bugs, and devise solutions to these problems
- Help maintain code quality, organization, and automatization
- Provide leadership and guidance to coach, motivate, and lead team members to their optimum performance levels and career development;
- Coach junior Java developers;
- Delivery of software development in compliance with an SDLC process;
- Develop within a continuous integration environment together with test automation to ensure high quality software component delivery;
- Continuously evolve the current systems and architecture landscape including the proactive management of technical debt;
- Actively engage with the Enterprise Architecture team so as to ensure establishment and compliance with design standards.

DESIRED SKILLS AND EXPERIENCE

Minimum requirements:

- A degree in Information Technology, or similar relevant qualification.
- A minimum of five years' Java experience in at least JDK 1.6
- Must have proven server side development capabilities
- Must have Spring Boot with JPA development experience
- Must have experience with TDD and be able to produce both unit and service level tests
- Experience with service oriented architecture and associated software development processes
- Web Services (REST)



Recommendations:

- Oracle/Sun Java Certification
- Experience with architecting and implementing highly automated development and testing environments;
- Experience of containerization (for example, Docker) on large scale projects;
- Experience in implementation of industry standard data models (for example UDM), and how to leverage the value thereof;
- Message Queuing (RabbitMQ / Kafka) knowledge
- Exposure to Cordys/OpenText or similar BPM systems;
- Exposure to Micro Services;
- Experience of dynamically scaling software components or services for high transaction volumes;

REMUNERATION & BENEFITS

Remuneration Package:

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Total Cost to Company per annum inclusive of all benefits and company contributions.

Benefits and Conditions:

Compulsory Medical Aid, Pension Fund & Annual Bonus

Included in the above remuneration is the company contribution to our compulsory pension fund (15%), medical aid contributions and an annual bonus.

Closing date:

27 September 2016.

PLEASE NOTE

NSFAS do not consider late applications

Internal NSFAS Staff on Leave must ensure that they check the NSFAS portals for advertised vacancies and familiarize themselves with the respective closing dates

Interested applicants should send detailed Curriculum Vitae, copies of academic qualifications and names of three contactable referees to Ms. Thokozile Mnikina via email jobs@nsfas.org.za

“NSFAS is committed to employment equity. Preference will be given to candidates who improve employment equity targets and ratios.”