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www.afferentsoftware.com

Role: Senior Software Developer

We are looking for an experienced full-stack Software Developer to join and guide our young development team. Experience and interest in innovation, AWS Cloud technologies and the Payments industry landscape is preferred. The Senior Software Developer, aside from actual development, will mentor less experienced developers, drive internal technical process improvement initiatives, and lead the technical aspects of delivering changes to both existing software and entirely new products in the Payments industry.

To apply, please contact jobs@afferentsoftware.com

Company Key Selling points

- We care about our customers and our team; we like to work hard but we realise life is not only about work and we continuously make sure our people are happy and feel supported.
- We have a flexible culture with relaxed dress, flexible working hours (with optional late starting up to 10am), work from home possibilities, regular in-office lunches, and various office amenities including a pool table and an energising vibe.
- Although we are a small team of 25, you have the comfort of knowing the company has been around for more than 15 years and looks after its staff as a priority.
- We are committed to continuous innovation and bringing out the best products in Payments.
- We work with some big international customer names.
- Our people have the ability to travel to the UK and US amongst other countries visiting customers.
- We provide entry into, and training, in the highly complex and sought-after international Payments market.

Brief description

All successful candidates who join Afferent must demonstrate the following principles:

- Be able to earn the trust and respect of their colleagues
- Go above and beyond for their stakeholders/customers
- Have an extremely helpful attitude and be a team player

- Always leave things better than they found them
- Take initiative and ownership
- Take pride in what they produce and therefore produce high quality
- Be committed to the company but also be able to strike a balance

Qualities

The Senior Software Developer is a senior figure within an Afferent Team. There are some fundamental qualities that we are looking for in our Senior Software Developers:

- Being **highly communicative and patient** with your customers, your technical team and management as they look to you for guidance. A significant part of your responsibility is to answer questions, impart your knowledge and help where you see it necessary.
- Being **hardworking and responsible**, ensuring that the team delivers quality and keeps to their timeframes and rolling up their sleeves to get projects over the line when necessary. Senior staff within Afferent always keep their own deadlines and deliver great quality – they lead by example, and they set the tone for their team.
- Being **highly knowledgeable** about the technologies and products they specialise in.
- Being **confident and having a desire to grow** – Senior Developers aren't afraid to be embarrassed, they ask questions and they put themselves out there in front of their teams. They do what is necessary to deliver effectively. Senior developers also show a desire to grow and don't pass up opportunities to grow their skills.

Role Purpose

The Senior Software Developer continues to develop changes to existing products and entirely new products with Afferent however they also spend a significant portion of their day having an impact wider than themselves. This involves ensuring projects they are involved in are delivered to time and quality targets, identifying and driving technical process improvement initiatives, architecting solutions that others will implement and mentoring and reviewing other Developers' work.

Core Responsibilities

The Senior Software Developer is a lead figure within an Afferent Team. At a high level, their three main responsibilities are:

1. Overall responsibility for the technical implementation of products and projects, including but not limited to design and development of complex features, and responsibility for quality, timeliness, security, documentation and process adherence within the project.
2. Responsibility for the technical growth and support of more junior technical team members.
3. Responsibility to communicate effectively with the management team and customers about the technical aspects of the project.

In addition to the above, the Senior Software Developer has the following specific responsibilities:

1. Taking the lead in technical tasks such as architecture and design decisions and ensuring that a robust development process is followed.
2. Ensuring that a robust development process is followed by all Developers on the project team. This includes meeting with the Product Owner on an agreed schedule to discuss

roadmap items and to ensure that the project team's Developers are focused on the right activities.

3. Liaising with existing developers at Afferent to ensure the team is focused on the right activities. This includes attending any team meetings as required (e.g. stand-ups) and providing constant support to junior developers.
4. Performing day-to-day development tasks including development of agreed features, resolving defects, performing code reviews, creating documentation, liaising with other developers, attending any meetings as required as well as providing internal and external communication related to the project.
5. Where applicable, performing development level testing prior to release to QA and working with QA to resolve any defects prior to release.
6. Assisting the marketing or other internal teams with technical knowledge and/or wording and being able to demo products and provide quick turnaround in setting up proof-of-concepts (POCs) that will help the sales team.
7. Walking the balance between providing too little guidance and direction to other Developers and actually doing the work themselves, thereby providing growth.

Qualifications & Experience

Must hold at least a bachelor's degree in computer science (or equivalent discipline) from a recognised tertiary institution. Equivalent experience will be considered, but not preferred

Minimum 8 or above years of experience as a Software Developer, ideally full-stack, with exposure primarily to Java and AWS

Expertise in Java Programming language with the ability to architect, design and write complex solutions while using best code of practice and design patterns

Extensive experience in architecting, designing, and deploying Cloud services on AWS with a strong focus on serverless, microservice and API-based architecture and expose to AWS cloud services such as EC2, S3, API Gateway, Lambda

Designing and implementing JSON-based REST API

Exposure to front-end development and state management. Candidates having experience in Angular will be favoured.

Experience in software quality concepts such as documenting source code, software language-specific code quality practices and continuous integration and continuous deployment/delivery of applications.

Experience in software version control (such as Git) and software deployment standards

Experience with working alone or in teams with both developers and QAs

Strong Analytical, Design and Programming skills

Experience with Agile development methodologies like Scrum