



Job Specification

Job Title: Java Lead Developer

Looking for a great career opportunity?

redPanda Software is expanding their Retail Division, and in the process of assembling multiple teams for an International client. Successful applicants will get exposure to a wide range of technologies, including mobile and service enabled architectures. The incumbent will also be exposed to enterprise level lean agile development methodologies based on SAFE, Scrum and KANBAN. This exciting opportunity will include 3 months orientation training at the client's premises abroad.

Overall purpose of the job:

The incumbent leads the development, testing and implementation of efficient and cost-effective applications to solve business problems. He/she evaluates complex applications, systems, processes and requirements. Recommends changes to those systems, supervises their development, then plans and oversees their maintenance and support.

Key responsibilities:

- Leads or helps to lead project teams to design, develop and test enterprise-ready business applications in a variety of configurations (e.g. web-based, desktop-based, service-based or scheduled processes).
- Designs, plans and oversees the development of entire solutions from scratch, or solutions that integrate with third-party applications, or that interact with existing legacy systems. Understands industry best-practice related to coding and tools. Uses their expertise and mentoring skills, alongside practices such as code reviews and code analysis, to ensure the team adheres to best practice when developing solutions. Justifies design and development decisions based upon industry experience.
- Has well-established knowledge of programming languages and tools in general; mainly focussed on the Java platform, but an understanding and recognition of where other appropriate tools are more applicable?
- Works with Business Analysts to identify and specify business requirements and derive the design of the related solution, and ensures these are translated into technical specifications (including Class, Sequence and other UML diagrams) by the Development team.
- Helps Database Developers design databases and ensures the Development Team writes efficient, effective database access code in line with best practice.
- Works with QA Analysts to develop and implement testing plans. Ensures the team writes the necessary code to automate testing in line with our Test-Driven Development methodology.
- Works alongside customers and project managers to ensure quality, effective software is delivered regularly by the team, in line with our Agile Development process.
- Ensure the root causes of systems issues are diagnosed effectively by working with the team to improve their problem solving skills and build upon their knowledge of existing systems.
- Owns researches, evaluates and fully-understands potential technical solutions to business *problems*.

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SUPERVISION RECEIVED

The incumbent receives general direction from Project Managers, Technical Specialists and departmental management.

SUPERVISION EXERCISED

Assists in various levels of supervision, and may perform management functions in the absence of the manager. The incumbent may act as a project team leader; and will be involved in training and providing direct assistance to lower level staff.

Personal Attributes / Character traits required for this job:

- Strong communication skills, both written and verbal.
- Good leadership skills; ability to lead and motivate a team of technical people.
- Ability to collaborate well in a multi-disciplined team.
- Confidence when working directly with customers.
- Good judgment and experience of prioritising and working to tight deadlines.
- Ability to learn fast and share knowledge, experience and best practices with team mates
- Strong analytical and numerical interpretation skills
- Willingness to take responsibility and ownership of their work.
- Empathise with customers and communicate at the appropriate level.
- Take a level of strategic vision within their work
- Ability to use imagination to drive innovative solutions
- Understands and uses their impact within the team to provide leadership to junior staff
- Appreciation of their position within the wider roles & responsibilities of the DPS community
- Ability to work under pressure and retain prioritisation skills under adversity
- Willingness to take responsibility for and ownership of their own and their team's output
- Practical approach to problem solving
- Able to document information and share knowledge with colleagues
- Understands the crucial element of customer focus within their own and their team's work
- Builds networks outside of team as appropriate to ensure their team's success
- Follows a structured approach to their work
- Understands the importance of self-development
- Personal drive and energy to succeed

Education and General Working Experience

- Bachelor's Degree in Computer Science or similar and, generally, at least eight, typically ten (or more) years of enterprise-level, professional computing experience with preferably some gained within the retail sector. Experience equivalent to a degree will also be considered.
- Experience of working directly with customers and collaboration within a multi-disciplined team
- Experience of leading and mentoring multi-disciplined teams
- Experience of the Retail Sector will be a major plus.
- Experience gained in industry of the entire software development lifecycle (Requirements Analysis, Design, Development, Testing, Implementation and Maintenance) is required.
- Exposure to and experience of developing software using Agile techniques and methodologies is essential.

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PLEASE NOTE THE FOLLOWING:

- **Candidates must be willing to relocate to Cape Town at their own expense if living outside the Western Cape.**
- **Clean criminal record required**
- **Applications will only be considered from RSA Citizens or applicants with permanent resident permits.**

Technical skills required:

The following represents a list of the technologies the incumbent will be required to operate in. Being proficient in a good deal of these technologies will qualify you to apply for this position as knowledge of the complete stack will be an advantage but is not essential.

Skill Set	Skill
Java	Basic JSE API (to v7)
	GUI Development (Swing / SWT)
	Java 5.0 Language Fundamentals
	JDBC
	Servlets
	JAXP / JAXB
	Logging frameworks (SLF4J, Log4J)
	JMX
	EJB (MDBs)
	JSP & HTML (incl v5.0)
	JSP Custom Tags
	JavaScript / AJAX
	AOP
	Caching mechanisms (ehCache)
Frameworks	Web Frameworks (Struts/JSF,PrimeFaces)
	Spring (Core, Boot, Web, Remoting, Security etc.)
	ORM Concepts and Frameworks (Specifically myBatis)
	WebServices (SOAP, REST)

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XML	Core Concepts
	XPATH
	DTD/XSD
	XSL (XSL:FO)
Databases	Core RDBMS Concepts
	Oracle
	DB/2
	MS SQL Server
	Tools (TOAD/Squirrel)
	SQL
	Schema Design
	DBA / Tuning / Performance
	Core NoSQL Concepts
	Mongo DB
Mobile Dev	iOS Development
	Android Development
	Cordova Framework
	Angular.js
App Design	OOA/D
	Design Patterns (GoF)
	Enterprise Patterns
	Application Architecture
	Technical Architecture
Tools	SSH/Telnet
	FTP
	SCP
	Editors (Vi etc.)
O/S	Windows - Desktop & server
	Linux
App Servers	Tomcat
	Websphere (including Admin)
Messaging /	JMS
Integration	IBM MQ
	Integration Frameworks (Apache Camel)
General Dev.	Eclipse IDE
	Source Control Tools (CVCS & DVCS e.g. Mercurial)
	Unit Testing Concepts (JUnit, Mockito etc.)
	Continuous Integration (C/C / Jenkins)
	Ant / Maven

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	Application Profiling, Tuning & Debugging
	Estimating
	Retail Business Domain Knowledge
Scripting	Python / Jython
	Shell Scripting
Process	Agile - SCRUM
	TDD/BDD/Specification-by-Example
	Distributor Source Management Processes
Certifications	Oracle Entry-Level Java Programmer
	Oracle Java Professional Programmer
	Oracle Java Application Developer Expert
	Oracle Java Performance Tuning & Optimization Expert
	Oracle Experienced Java Programmer / Developer