

Job Title:	Java Developer	Reports to:	Senior Manager API and Integrations
Unit:	IT, System Development	Division:	Technology and Operations
Grade:	Band 3	Date:	
Job holder:		Supervisor:	
Signature:		Signature:	

Job Purpose Statement
<p>This is a technical role that is responsible for the analysis, design, development and management (technical support) of the bank's API platforms with all its integration points to the Core Banking System, Bank Channels, Partners and other Third-Party systems. The role delivers business strategy by making information flow through various Bank Systems.</p> <p>The role requires prototyping skills, excellent interpersonal skills, the ability to work as part of an agile team, to manage competing priorities, design solutions as part of a larger roadmap and to be hands on in supporting implemented technologies as well as new technologies.</p>

Key Accountabilities (Duties and Responsibilities)		
Perspective	% Weighting (to add up to 100%)	Output
System Development and Integration	40%	<ul style="list-style-type: none"> ➤ The design/analysis, development, delivery and ongoing improvement of all Systems Integration processes. ➤ Design and develop, and continuously improve, of the Bank's Integration Platforms (API banking and related API manager) ➤ Design and Develop APIs that connect Bank's Integration Platforms to 3rd party applications. ➤ Create detailed API documentation to enable third-party developers to easily integrate with NCBA integration platform ➤ Document API development process, tools and frameworks and keep the same in a SharePoint where other developers can access. ➤ Maintain code and code base through regular commits to Azure repo ➤ Package/containerize code for deployment
Support and Problem Management	20%	<ul style="list-style-type: none"> ➤ Track API performance metrics and work to improve the stability, scalability, and availability of the APIs and Microservices ➤ Provide 3rd Level support for escalated issues from the IT Operations and IT Applications Teams.

		<ul style="list-style-type: none"> ➤ Support, maintain and audit existing service lifecycle artefacts, to agreed SLAs ➤ APIs and Microservices lifecycle management
Digital Transformation	10%	<ul style="list-style-type: none"> ➤ Actively participate in adoption of technology-driven initiatives such as cloud, Microservices adoption, DevOps, API Banking, and Integration modernization. ➤ Identify opportunities for leveraging digital technologies to improve efficiency, enhance customer experience, and drive innovation. ➤ Collaborate with business units to develop and implement digital strategies.
Process and Policies	10%	<ul style="list-style-type: none"> ➤ Adherence to internal policies and procedures for the development and management of NCBA Integration Platforms and API repositories along ITIL and other best practice standards
Governance	10%	<ul style="list-style-type: none"> ➤ Enforce internal policies and procedures for the management of Software Applications along ITIL and other best practices.
Team Leadership and Stakeholder Management	10%	<ul style="list-style-type: none"> ➤ Foster a collaborative and innovative work environment by promoting teamwork ➤ Engage with stakeholders to understand their needs and requirements. ➤ Advise internal customers on technology improvements that will ensure realization and maximization of business objectives

Job Dimensions

Reporting Relationships: jobs that report to this position directly and indirectly	
Direct Reports	Nil
Indirect Reports	Consultants from Development Partners

Stakeholder Management: key stakeholders that the position holder will need to liaise/work with to succeed in this role.	
Internal EPM Other IT Heads and Managers Cash Managers	External System Vendors Development Partners

Decision-Making Authority /Mandates/Constraints: the decisions the position holder is empowered to make <i>(Indicate if it is Operational, Managerial or Strategic). Please also highlight any budgetary control responsibility if applicable for the role.</i>
Strategic – Contributors to Technical Architecture, Design, Development, Governance, Security, Automation and Optimization Operational – Problem Management and Solution provision

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Work cycle and impact: time horizon and nature of impact (Planning)

(e.g. Less than 1 week, 2 weeks, 2 weeks – 1 month, 1month – 3 months, 3-6 months, 6-12 months, above 1 year)

Short-Term Planning – 1 month
 Long-Term Planning – 2 -4 months

Ideal Job Specifications

- A Bachelor's degree in Computer Science, Information Technology or related field.
- Ability to work independently and collaboratively in a fast-paced environment.
- Minimum 2 years' experience in IT systems development within a large highly digitized organization designing, implementing and managing mission critical systems, with at least 1 of those years within systems integration.
- Certification and experience implementing best practice frameworks e.g. ITIL, PRINCE2
- Hands on experience in software development with major languages Java, React and practical experience using relation RDBMS e.g. Oracle and MS SQL etc.
- Hands-on experience in Linux Scripting
- Strong hands-on experience software Development Design principles eg SOLID, DRY, KISS
- Strong understanding of software development lifecycle, Integration patterns and standard methodologies using Microservice Architecture, Test Driven Design (TDD) and Domain Driven Design (DDD)
- Good understanding of Git and GitOps
- Sound knowledge of OWASP TOP 10 software security design principles
- Basic understanding of Azure DevOps
- Experience in creating technical designs and Documentation of systems
- Ability to Develop, Unit test and fix defects raised during testing phases.
- Deep understanding of industry standard formats and protocols (JMS, SOAP, XML/XPath/XQuery, REST and JSON)
- Excellent analytical and problem-solving skills
- A good knowledge of the systems and processes within Financial Services industry
- Hands-on experience in developing and deploying services on cloud environments (AWS, GCP, Azure)
- Use of continuous integration tools e.g. Gitlab CI/Jenkins with biasness to process automation

NCBA Bank Core Value Behaviours (Performance Drivers)

- **Driven** - We are passionate, make bold decisions and learn from our failures. We seek new challenges and appreciate different views constantly raising the bar. We explore our full potential.
- **Open** - Our interactions are candid, honest and transparent. We listen to each other and our clients. We are inclusive and always respect each other.
- **Responsive** – We put our customer's interests at the heart of all that we do. We are proactive, act quickly and resolutely to deliver results. We keep it simple and seek new ways to improve.
- **Trusted** - As a trusted partner we do what is morally right always. We keep our word. We are accountable and believe in each other.

Technical Competencies

- Design and Develop, and continuously improve, of the Bank's Integration Platforms
- Enforce internal policies and procedures for the management of Software Applications along ITIL and other best practices.
- Provide expert guidance on 2nd level escalations on the bank's applications to the team's running the IT platforms on a day to day basis
- Apply knowledge of key technologies/concepts/platforms e.g. Java Spring boot Microservices, APIs and containerization
- Effective management of relationships and protocols with 3rd party partners involved in service delivery.
- Provide general technical advice and guidance to users and stakeholders regarding Software Applications developed in house.
- Make efficient use of source control and bug tracking systems
- Ensure that all the assigned bank information technology platforms keep pace with technological innovations and developments as a way of protecting investment in technology.
- Adhere to software Development best practices e.g. System security, Coding standards
- Knowledge Transfer on Integration Platforms to the IT Operations and IT Applications Teams as required
- Unit-test code for robustness, including edge cases, usability and general reliability
- Monitor and manage service user complaints to ensure maintenance of the highest standards of service.

Behavioural Competencies

- Interpersonal skills to effectively communicate with and manage expectations of all team members and other stakeholders who impact performance.
- Self-empowerment to enable development of open communication, teamwork and trust that are needed to support true performance and customer-service oriented culture.
- Demonstrable integrity and ethical practices
- Complete projects within set timelines
- Innovative and creative with ability to develop, deliver and evaluate brilliant ideas with strategic thinking