JOB TITLE – SENIOR MICROSOFT DEVELOPER

Position reports to	:	Senior Manager Microsoft Development
Direct Reports	:	N/A
Office Location	:	Adapt IT Durban Campus

PURPOSE OF THE POSITION

The purpose of this role is to design, building code and implementing the solution as specified within the project plan and accordance with the defined business needs.

PRIMARY RESPONSIBILITIES FOR THE ROLE

Technical analysis & design

- Analyse and design new/ existing system changes and evaluate business impact of change, enhancements and new designs;
- Analyse system change requests to provide work estimates;
- Ability to review supplied specifications, conceptualise the technical solutions to meet the requirements and map the relevant technical designs and documents for the required changes e.g. physical data flows, file layouts, routines and utilities, program specifications or prototypes;
- Translate the logical designs into physical designs and detailed programs designs, taking into account the agreed standards, the target environments infrastructure and architecture, performance requirements and external integrations;
- Liaise with the system development team or support consultants on the development of enhancements to overcome known problems or further fulfil the requirements;

Support and development

- Creates logical and innovative solutions to complex requirements. Understanding of working as part of a project team;
- Create and amend programs in accordance with the design, agreed development standards and tools to achieve a well-engineered solution;
- Maintain detailed documentation and project files with respect to progress, problems, needed changes, etc., and provide regular reports on such to the Team\ Project leader and/or Systems;
- Review technical deliverables and manage quality in order to ensure that what has been built meets user expectation;
- Ensure ongoing technical and application support that will comply with the established level of service and support for existing systems to the line organisation users;
- Provide daily technical, functional and operation support for the existing software applications;

- Testing

- Construct, interpret and execute system and program test plans to verify correct operation of completed systems;
- Plan, design and conduct test of program; correcting errors and re-test to achieve an error free result.

DESIRED SKILLS, EXPERIENCE AND QUALITIES:

Education & Qualification

- BSc (Computer Science or Information Systems)/ BCom(Information Systems)/A National Diploma in IT/and or equivalent qualification;
- Professional Qualifications Level 5;
- Microsoft Certified Systems Developer (MCSD) or Microsoft Certified Professional (MCP) would be an advantage.

Skills and Competency

- Is a self-starter who requires minimal supervision, and takes high ownership of work assigned
- Must be able to provide guidance and support to junior/intermediate developers to ensure that project deliverables are met in the required quality standards, time and budget estimations;
- Takes a logical, analytical approach to problem solving and pays close attention to detail;
- Ability to work under pressure;
- Ability to follow and abide by all information, security, and ISO policies and practices;
- Ability to work from test scripts as well as the ability to complete independent, non-script based testing;
- Good communications skills (verbal and written)
- Experience using the Agile development framework and any different development methodologies by the organisation;
- Understanding of secure coding best-practices;
- Shows evidence of analytical ability and appreciates the importance of commercial constraints;
- Takes ownership of assigned tasks, maintains good rapport within the team, provides strong contribution and feedback to/ from the team lead;
- Contributes towards improving development/ support process – Strong focus on evaluating and analysing flaws/ discrepancies in system, and ability to estimate, plan and implement efficient, high-quality solutions;
- Work well with others as part of a team;
- Have a roadmap in certifications for Microsoft.

Relevant Experience

- A minimum of 5 years development experience;
- Must have 4-5 years' experience using C#;

- Must have 4-5 years' experience using ASP.NET (including JavaScript);
- Must have 4-5 years' experience using WPF (using also MVVM);
- Must have 4-5 years' experience using Microsoft SQL Server;
- Having 2-3 years' experience in WCF will be an advantage;
- Azure, Xamarin Forms, SQLite, Windows Store App & Windows Phone development would be an advantage;
- Has acquired a broad understanding of IS concepts and practical, in particular those used within own organisation concerning the systems development life cycle;
- Experience with VSTS source control management;
- HTML5, JavaScript, CSS would be an advantage;
- N-tier architecture application development would be an advantage;
- .Net Core and .Net Web services development would be an advantage;
- Advanced design and analysis skills (includes database design);
- Experience using SharePoint, Visual Studio or Telerik will be an advantage;
- Experience using MVC will be an advantage;
- Must have expert technical knowledge in Microsoft;

Driving Value
Actively seeking and implementing opportunities to maximize value in any aspect of the business.
- Setting a culture of continuously striving for better performance
- Challenging the current state in order to seek real improvements

Leading People
Motivating and developing people to deliver superior results in a responsible manner
- Building and maintaining effective culture
- Creating a climate in which individuals and teams develop their potential and contribute their best
- Managing accountabilities and providing timely and constructive feedback
- Coaching and providing development opportunities that enable high performance

Leading Self
Taking responsibility and accountability for own behaviour, performance and development
- Taking ownership for own performance and decisions and their impact on the business
- Demonstrating tenacity and resilience even when faced with obstacles
- Seeking opportunities for personal feedback, learning and development
- Acting decisively when tough or quick action is required

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