



ELCA

Job title: Software Engineer

Level: 1.2

Reports to: Project Manager

Overview

The Software engineer acts autonomously to deliver tasks of simple to medium complexity on projects. He builds the required skills to execute current responsibilities and contribute to a positive work environment by promoting teamwork and living Elca Values. He organizes his work to maximize personal productivity and code quality. He also demonstrates the required skill set to deliver his tasks within set time frame.

Duties and Responsibilities

- Act autonomously in the delivery of tasks of simple and medium complexities on projects
- Build required skills to execute current responsibilities (simple & medium complexity)
- Contribute to a positive work environment and promote teamwork
- Ensures delivery (codes, documentations) of simple to medium complexity are executed within set quality standards and processes
- Demonstrate required skills to meet key or challenging timelines
- Structure own activities to improve productivity or minimize delays/rework
- Participate actively with the senior team members to reduce risks related to tasks or activities
- Provide technical support to junior team members
- Understands and applies standard methods, tools and processes in daily tasks
- Reduce dependence on supervisor's input on simple and medium complexities requirements
- Comply with ELCA Standards, Procedures and Policies
- Any other duties relevant to skills and competencies



ELCA

Job title: Front-End Engineer

As a Front-End Engineer you will:

- work in exciting projects in various business sectors, using state-of-the-art front-end technologies and tools.
- realize rich web front-end interfaces for our customers
- ensure an uncomplicated, user-friendly and functional user interface
- share your knowledge in front-end development in the context of software projects

What we offer

Are you looking for a new professional challenge for a company that gives its employees greater freedom in creativity and development around the latest technologies? Do you want to be part of a young and fast-growing team proposing omni-channel solutions to its customers (web, mobile, digitization)? We offer:

- A challenging work environment, in a dynamic team with extensive expertise around web front-end and backend development, mobile development and UX and artistic design
- An organisation with flat hierarchies and collaborations across business departments
- a wide range of different industries
- An attractive perspective for your professional and personal development
- projects using Agile methodologies
- extensive coaching and training
- A healthy work life balance

About your profile

We expect a candidate with an academic degree (university, applied sciences or equivalent) with at least two years' experience in analysis, design and implementation of front-end solutions based on JavaScript, Angular or React. You show outstanding quality in your deliveries and good communication skills. You are a team player and have a good experience in development projects using technologies and concepts like:

- Angular and TypeScript
- RIA UI technologies and frameworks like Twitter Bootstrap, Kendo UI
- React
- HTML5, CSS3, LESS or SASS
- Experience with client-site development tools like Gulp, Webpack, Karma or Jasmine
- Protocols: HTTP, WebSocket, etc.
- Awareness of modern JavaScript concepts



Job title: Senior Software Engineer

Level: 2.1

Reports to: Project Manager

Overview

The Senior Software engineer acts autonomously to deliver tasks of simple to high complexity on projects. He builds the required skills to execute current responsibilities and Act as coach in his field of expertise for junior level by providing technical and functional support to the team. He contributes to a positive work environment by promoting teamwork and living Elca Values. He organizes his work to maximize personal productivity, code quality and demonstrate the required skills to meet key or challenging deadlines. He understands and applies standard methods, tools and processes in his daily tasks

Duties and Responsibilities

- Act autonomously in the delivery of tasks of simple and high complexities on projects
- Build required skills to execute current responsibilities (simple & high complexity)
- Provide technical and functional support to junior team members
- Participate actively with team members to reduce risks related to tasks or activities
- Contribute to peer reviews in the team
- Act as coach in his field of expertise (junior to senior engineers)
- Contribute to a positive work environment and promote teamwork
- Ensures delivery (codes, documentations) of simple to high complexity are executed within set quality standards and processes
- Organize own work in such a way to maximize personal productivity and meet deliverable requirements/service level measures/specific targets
- Demonstrate required skills to meet key or challenging timelines
- Structure others' activities to improve productivity and minimize delays/rework
- Understands and applies standard methods, tools and processes in daily tasks
- Provide technical support to junior team members
- Accurately estimates time needed to complete an assigned task.
- Comply with ELCA Standards, Procedures and Policies
- Any other duties relevant to skills and competencies



ELCA

Job title: Senior QA

Level: 2.1

Reports to: Project Manager

Overview

The Senior QA acts autonomously in the delivery of tasks of simple to high complexity. He provides support to the QA manager and ensures the delivery of test reports, documentations within set time frame. He acts as mentor for more junior colleagues and participate actively with team to reduce risks related to tasks and activities.

Duties and Responsibilities

- Act autonomously in the delivery of tasks of simple to high complexities on projects
- Build required skills to execute current responsibilities (Simple to High complexity tasks)
- Provide technical and functional support to junior team members
- Participate actively with team members to reduce risks related to tasks or activities
- Contribute to peer reviews in the team
- Act as coach in his field of expertise (junior to senior engineers)
- Contribute to a positive work environment and promote teamwork
- Ensures delivery (codes, documentations) of simple to high complexities are executed within set quality standards and processes
- Organize own work in such a way to maximize personal productivity and meet deliverable requirements/service level measures/specific targets
- Demonstrate required skills to meet key or challenging timelines
- Structure others' activities to improve productivity and minimize delays/rework
- Understands and applies standard methods, tools and processes in daily tasks
- Accurately estimates time needed to complete an assigned task.
- Comply with ELCA Standards, Procedures and Policies
- Any other duties relevant to skills and competencies



ELCA

Job title: Associate Architect

Level: 2.2

Reports to: Project Manager

Overview

The Associate Architect establish self as expert in at least one technology through proven certification and regular continuous professional development. Ensures delivery (codes, documentations) of simple to high complexities are executed within set quality standards and processes and contributes foster good development practices through logical design of applications, proposed framework and tools to use on projects. He participates in estimates and schedules of activity or project. He acts as a role model and contribute to the upskilling of juniors.

Duties and Responsibilities

- Review architecture in diverse and innovative projects and challenge where appropriate.
- Ensure compliance of development with architecture.
- Produce realistic estimates and schedules for an activity or project.
- Ensure quality of design and code in all projects through systematic design reviews and code inspections.
- Coach development team in application of various technologies, frameworks, methods and tools.
- Coordinate with architecture teams and provide advice in use of IT to optimize business processes.
- Identify, coach and buildup technical experts and engineers
- Contribute to ELCA training programs (ELCAcademy, etc.) by coaching juniors into industrial strength technical and methodology knowledge and skill
- Ensure a smooth collaboration with local and onshore counterparts including other delivery centers
- Comply with ELCA Standards, Procedures and Policies
- Any other duties relevant to skills and competencies



ELCA

Job title: Associate Project Manager

Level: 2.2 - Reports to: Project Manager

Overview

The Associate Project Manager assist the Project Manager for the delivery of project from small to large scale. He focuses on acquiring skills such as, project commitments, including communication with all stakeholders, managing project budget, customer relationship and resource allocation. He monitors team's performance using the appropriate tools and regularly reports to the Project Manager of any discrepancies. Under the supervision of the Project Manager, he may be called to act as a mediator between the development team and the customer's operations team and increase client/customer or user satisfaction.

Duties and Responsibilities

- Reports to the Manager/Head of Delivery BL
- Assists the PM in the daily management of small to large project delivery (can manage small projects)
- Develop own skills in the management of project budget, customer relationship, resource allocation and team performance.
- Monitors team daily performance and addresses any deviations.
- Present to PM reports on progress as well as problems and solutions
- Assist in the measurement of project performance using appropriate tools and techniques.
- Develop own skills in risk management to minimize project risks.
- Assist the PM in the management of resource availability and allocation.
- Participate in estimation process with the team (dev, test and BA)
- Report and escalate to PM as needed
- Demonstrates leadership skills.
- Display Good communication skills (Able to deliver clear and concise information (verbal, written)) via different channels
- Display confidence and professionalism
- To be a role model for others to follow
- Self-motivated and able to motivate team or sub-team to deliver best performance
- Handles stress when under pressure (Remains calm and focus)
- Actively participates in capability and specialty activities.
- Increase client/customer or user satisfaction
- Thinks outside the box and recommends solutions when raising issues around requirements, bugs, etc.



ELCA

Job title: Architect

Level: 3

Reports to: Project Manager

Overview

The Architect establish self as expert in more than one technology through proven certification and regular continuous professional development. He is accountable for code quality on assigned projects. He helps the PM to build the team and foster good development practices through logical design of applications, proposed framework and tools to use on projects. He participates in estimates and schedules of activity or project. He acts as a role model and contribute to the upskilling of juniors.

Duties and Responsibilities

- Review architecture in diverse and innovative projects and challenge where appropriate.
- Ensure compliance of development with architecture.
- Produce realistic estimates and schedules for an activity or project.
- Ensure quality of design and code in all projects through systematic design reviews and code inspections.
- Coach development team in application of various technologies, frameworks, methods and tools.
- Coordinate with architecture teams and provide advice in use of IT to optimize business processes.
- Identify, coach and buildup technical experts and engineers
- Contribute to ELCA training programs (ELCAcademy, etc.) by coaching juniors into industrial strength technical and methodology knowledge and skill
- Ensure a smooth collaboration with local and onshore counterparts including other delivery centres
- Comply with ELCA Standards, Procedures and Policies
- Any other duties relevant to skills and competencies