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| **JOB DESCRIPTION** |
| **DATE:**  |
| COMPANY: |  | JOB TITLE: |  SOFTWARE ENGINEER |
| DEPARTMENT: |  | CURRENT INCUMBENT: |  |
| DIRECT SUBORDINATES: |  | INDIRECT SUBORDINATES: |  |
| BRIEF DESCRIPTION: | The post of software engineer entails researching, designing, developing, and testing operating systems-level software and network distribution software. It also consists of setting operational specifications and formulating and analysing software requirements.  |
| QUALIFICATIONS & REQUIREMENTS: | * A bachelor’s degree in a computer-related field or equivalent;
* Ability to use logic and reason to identify the strengths and weaknesses of alternative solutions, and to give full attention to what other people are saying;
* Ability to identify complex problems and reviewing related information to develop and evaluate options and implement solutions.
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| COMPETENCIES: | * Attention to Detail — Job requires being careful about detail and thorough in completing work tasks.
* Analytical Thinking — Job requires analysing information and using logic to address work-related issues and problems.
* Independence — Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.
* Initiative — Job requires a willingness to take on responsibilities and challenges.
* Achievement/Effort — Job requires establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.
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| TASKS: | * Elaborate Software and Hardware Architecture orientation and monitor compliance to design principles and guidelines;
* Advise customer about, or perform, maintenance of software system;
* Document business requirements using formalism such as UML or other object-oriented modelling tools;
* Analyse information to determine, recommend and plan installation of a new system or modification of an existing system;
* Confer with data processing and project managers to obtain information on limitations and capabilities for data processing projects;
* Consult with customers or other departments on project status, proposals and technical issues such as software system design and maintenance;
* Consult with engineering staff to evaluate interface between hardware and software, develop specifications and performance requirements and resolve customer problems;
* Coordinate installation of software system;
* Direct software programming and development of documentation;
* Write computer programmes of higher complexity or with specific performance, connectivity or business logic requirements;
* Modify existing software to correct errors, to adapt it to new hardware or to upgrade interfaces and improve performance;
* Prepare reports and correspondence concerning project specifications, activities and status;
* Store, retrieve, and manipulate data for analysis of system capabilities and requirements.
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| LINES OF COMMUNICATION: | SPECIFY |
| WORKING CONDITIONS: |  Indicate whether the position is half time or full time. List any unique working conditions such as hours etc. |
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| SIGNATORIES: |  |
|  | NAME: | DATE: | SIGNATURE: |
| INCUMBENT: |  |  |  |
| LINE MANAGER: |  |  |  |
| HR MANAGER: |  |  |  |