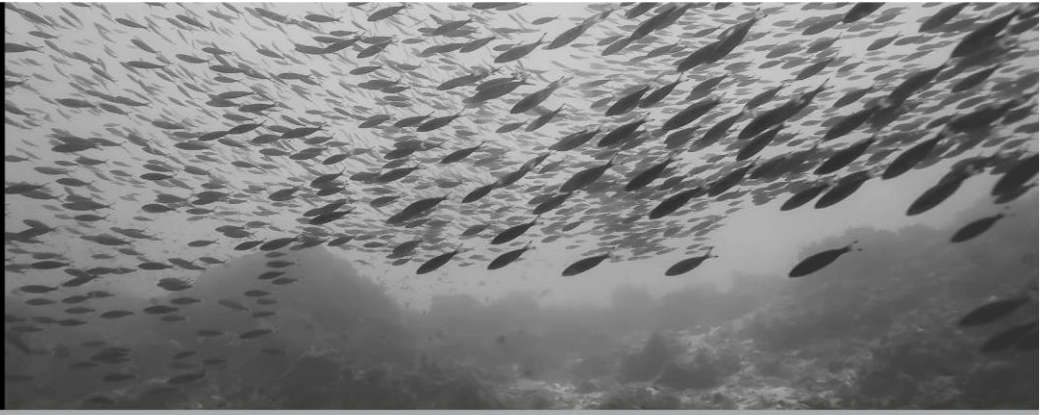




**UPSTREAM**  
GROUP



## JUNIOR SOFTWARE DEVELOPER

### WE ARE HIRING!

#### About our Company

With head office in Westville, our Group was established +20 years ago and as part of our exponential growth, we have established a development house for industry specific software solutions. All initiatives contribute towards attaining our global vision; to change the stigma of debt relief and provide win-win solutions for all parties involved.

#### What makes us a great organisation to work for?

We are a remarkable, caring, and focused team of people led by energetic and inspirational leaders who are excited and driven by our business niche, our people, and our cause.

In addition to this you get;

- To grab lunch with your team or workout at a gym nearby.
- Modern working equipment and comfortable office space in Westville
- Work on challenging technological projects and contribute to architectural decisions.
- Work in a dynamic and fast-growing team where your input is highly valued.

#### Why should you apply?

Our strategic goals for the next 3 years are to build new product offerings on a new framework and transpose the existing platform into the modern structure.

If you are keen to be involved in exciting projects for a technology company, in Legal and Financial Tech, this opportunity might be perfect for you!

Are you an experienced and well-rounded software developer?  
Are you looking to push your career to the next level in a new team?

We are looking for a curious, innovative, and driven software developer to join our development team to enhance and expand our services. Someone disciplined, who inherently drives forward solutions to ensure timely delivery while still adhering to best practices.



## MINIMUM EXPERIENCE

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- 3-4+ years' experience developing Web Applications C#, .Net Framework, MVC.
- Experience with web services, XML, JSON and SOAP.
- Experience working with Bootstrap3/4.
- Production experience with front-end framework (Vue.js).
- Experience with CSS, HTML/HTML5 Experience working with Node.js.
- Experience in Core Microsoft .Net technologies including: WCF and EF.
- Experience working with a Version Control System (GIT).
- Promote best-practices within our team and participate in design and code reviews.
- Basic Experience with T-SQL, MS SQL Server (Stored procedures, functions & views).
- Excellent analytical and troubleshooting skills with attention to detail and strong impact assessment ability.
- Experienced in developing responsive, interactive websites.

## ADVANTAGEOUS EXPERIENCE

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- Experience in financial batch file processing.
- Knowledge of Azure cloud deployment.
- Experience working in Agile environment.
- Experience with continuous integration, automated functional testing, and writing self-documenting code an advantage.
- UX/UI experience and understanding a plus.
- Object-oriented design (OOD).
- Produce clear, effective technical documentation.

## KEY RESPONSIBILITIES

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As Junior Software Developer, you will be responsible for participating in product development, from ideation to deployment and beyond. You will work on ground-breaking product features, issues, and improvements that are critical to the success of your customers, and you will need to work with the broader company to maintain and help optimize existing systems.



You will, therefore, own the following:

- Be adept at determining the most effective and efficient software design, ensuring high availability, data security, scalability, reusability, and data integrity within all processes and solutions.
- Advanced Performance Tuning.
- Perform tests and evaluations regularly to ensure data security, privacy, and integrity.
- Troubleshooting, debugging, fixing, and implementing solutions to ensure minimal impact on our customers live production environments as far as possible.
- Adherence to software coding procedures and standards implemented by the team.
- Liaise with 3rd parties, ensuring that any system integration works efficiently.
- Carry out sufficient research and development to identify new trends and features that could be incorporated to enhance the current systems to improve business processes and productivity.
- Provide time estimates, based on the level of effort and complexity, required to complete the projects.
- Ideation and trouble-shooting dev task or brainstorming with team/customer/testing.
- Research solution and prepare/review the technical spec and provide estimates for planning.
- Coding.
- Update helpdesk status and time tracking.
- Produce clear, useful technical documentation.

## **MINIMUM EDUCATIONAL REQUIREMENTS**

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- Software Degree or
- Diploma and/or Certification(s) a plus

## **SKILLS AND ATTRIBUTES**

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- Positive Attitude and solid work ethic.
- Inquisitive and innovative problem-solver.
- Excellent collaboration and communication skills – given distributed team dynamic.
- Professional client interaction skills – empathetic, focus on clarity and solution driven.
- Adept at providing feedback and managing client and team expectations.



- Great at Time and Task Management.
- Curiosity and willingness to learn quickly in a fast- paced environment.
- Ability to work independently and as a good team player.
- Adaptable and resilient.
- Resourceful and results driven.
- You know your limits and how to work on a deadline.
- Passionate about adding value in tackling future challenges together with the growing business.
- Work in a test-driven, agile team.
- Promote best practices within our team and participate in design and code reviews.
- Motivation to explore new technologies and design patterns.
- Attention to detail with strong impact assessment and debugging skills.
- Update helpdesk status and time tracking.

## COMPENSATION AND BENEFITS

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- A competitive salary.
- Bonus 13th Cheque.
- Evac24.

Please forward your CV and motivational letter to [careers@upstreamgroup.co](mailto:careers@upstreamgroup.co)

