

Terms of Reference - IT Programmer

Job purpose

Programmers will be responsible for developing and maintaining various software programs that already exist in the Bank or to be developed afresh. This would also include customization/reporting requirements for off-the shelf software solutions

Key responsibilities

- Understanding of the IT solutions and infrastructure existing in the Bank.
- Understand overall operations of the Bank.
- Identify and assess need for changes/modifications/development of new software solutions.
- Discuss, understand and document changes/new development requirements originating from various departments within the Bank or from vendors.
- Develop methodology based on best practice for coding, maintenance and safe storage of software codes and tools.
- Understanding of the various databases in existence in the Bank related to various systems.
- Develop and support testing process and methodologies for testing of software's developed internally.
- Track and manage changes/new developments related requirements.
- Lead the team of Developers and deliver the requirements on time.
- Any other duties that may be assigned by the supervisor.

Areas of contribution

- i. Timely response to changes/new development requirements.
- ii. Maintenance of documentation related to various changes/new development requests.
- iii. Inculcate best practice in development activities including security features based on standard global practice.
- iv. Ability to understand the requirements and also provide suggestions from the solution point of view and guide the team of developers.
- v. Ability to track and escalate software related issues where required.

Authorities & decision making

- To assess review of program codes and suggest improvements.
- Arrange for testing of solutions developed/changes made to existing systems and analyze the test results.
- Call for meetings to engage the end user/ business for discussions.

Experience & Knowledge required

Experience: At least Seven years of experience working on software development in a leading firm as Lead IT Programmer.

Skills required: Good written and oral communications, preferably in English and local language as well as ability to maintain inter-personal relationships. Ability to understand and absorb new technologies and interest in continuous learning.

Complexity & judgment

Impact of changes in system settings from business as well as performance aspects. Determine need for customization of system functionalities. Based on emerging business plans of the Bank, identify potential customizations/enhancements requirements.

Freedom of decision-making

Recommend tools required for the job role. Carryout review of software codes and suggest for improvement. Design and recommend to the supervisor the most appropriate solution for implementation. Use of various open software tools for improving efficiency.