

# POSITION SPECIFICATION

## GRADUATE SOFTWARE ENGINEER

### WHAT WE ARE LOOKING FOR

A passionate Graduate Software Engineer with the skills and experience to effectively engage with clients and create software solutions to complex business challenges across diverse industries.

### THE APPLICANT REQUIREMENTS

- An Engineering degree; BSc Computer Science; BCom Informatics; BIT; BIS degree
- A postgraduate qualification will be an advantage
- A lifelong passion for computers and programming
- Excellent interpersonal and communication skills
- The ability to work effectively in a team
- The ability to apply creativity to develop innovative solutions
- A valid South African ID

### DUTIES AND RESPONSIBILITIES

Take ownership of and accountability for technical excellence at every phase of the software development life cycle. Create innovative software as part of a team of software developers.

#### SOFTWARE DEVELOPMENT

- Web, mobile, server and business intelligence software design and development
- Application architecture design
- Integration of software with existing platforms
- Cloud-based software design and implementation
- Data analytics and business intelligence

#### BUSINESS PROCESS DESIGN

- Design and optimise business processes
- Use BPMN to document business processes
- Implement business processes in software

#### PROJECT MANAGEMENT

- Work in a Scrum Team
- Participate in the full software development life cycle

#### SOFTWARE TESTING AND MAINTENANCE

- Automated unit, integration and UI testing
- Identify opportunities for system enhancements
- Software configuration management



## TAILORED CAREER PATH

- Training in essential interpersonal skills
- Exposure to and mentorship by industry leaders
- Technical and management career progression, focused on **your** future goals

## AWESOME PERKS



20 DAYS ANNUAL LEAVE



PARENTAL LEAVE



PAID STUDY LEAVE



QUIZ NIGHT



HEALTHY DAILY LUNCH



VIBRANT CULTURE



TAILORED CAREER-PATH GUIDANCE



EVENT (FULL) DAY



PIZZA FRIDAY

## SALARY

The salary is market-related and negotiable, depending on relevant experience and qualifications.

## APPLICATION PROCESS

Send your CV, a copy of your ID and a recent colour photograph of yourself to [careers@gendac.co.za](mailto:careers@gendac.co.za).



## MORE ABOUT GENDAC

Gendac exists to **invent and innovate digital technology** that boosts organisations to be leaders in their field. We are experts at creating **our clients' digital competitive advantage**.

Our **world-class engineering teams** invent and innovate highly bespoke applications and IoT solutions to **create digital leaders**, in diverse industries, across the globe.

This **exceptional team** of 80+ people has the **courage** to take on immense challenges, the **determination** to resolve complexity, and the **skill** to deliver exceptional solutions. We continually measure, adjust and find better ways.

We choose to **work in-person** within agile, interconnected teams, and we experience the wonders of this **united, collaborative team environment** every day.

As a relationship-driven organisation, **we invest in each other**.

Our strategy is simple: **'long-term everything'** – including talent, clients, and partners – and this thoughtfully drives sustainable profitability to grow and create new opportunities for everyone.

# JOIN US TO EMBARK ON AN EXCITING JOURNEY