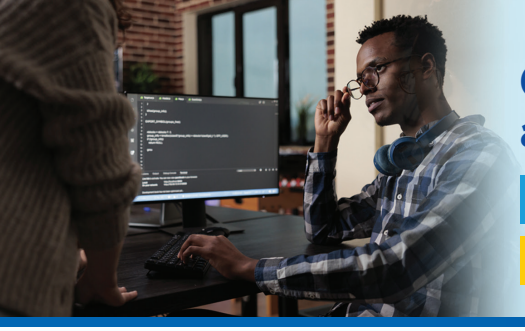


Got the computing skills to fill any of the job positions below?

Housing Finance Bank

Applications/Software Developer (1)

Systems Quality Assurance Analyst (1)

Housing Finance Bank is a Commercial Bank and the leading provider of housing finance solutions with a vision to be the preferred consumer and business bank with a focus on housing finance. To attain its strategic objectives efficiently and effectively, Housing Finance Bank is seeking to hire qualified, versatile, and self-driven individuals to fill two vacant positions in its establishment below;

Job Title: Applications/Software Developer (1)

Department: Change & Digital Transformation
Reports To: Manager Innovation & Business Automation
Grade: HFB 5B
Direct Reports: **Direct -** None, **Indirect -** None
Interacts/interfaces with:
Internal - CDT Team, IT Team, Business & Operations Teams, Internal Audit
External - Technology vendors & service providers

Job Purpose

- The role holder will be responsible for designing, developing, implementing and maintaining the existing information systems as well as new business application products. The role entails managing the entire process of building applications, from the design process, to creating, testing and production roll out.
- The developer shall also ensure that the different software developed conforms to the software development standards by conducting rigorous diagnosis, tests, code debugging, and documenting reference manuals.

Key Result Areas

- To design and/or customize existing software solutions by studying information needs; systems flow, data usage, and work processes while adhering to the software development lifecycle.
- Support the development of an interoperability framework between the core banking application and its interfacing applications in order to develop automated interfaces for existing and new requirements.
- Take part in gathering of user requirements and write software programs to develop automated solutions based on clear functional requirements derived from approved user/business requirements. Conduct other required implementations such as installation, configuration, customization, integration and data migration.
- Perform technical analysis, design and documentation required for new changes and projects.
- Interact with vendors and other strategic business partners to understand and recommend data interchange formats, APIs, and messaging formats to achieve seamless integration.
- Investigate, analyze, and make recommendations to management regarding technology improvements, upgrades and modifications.
- Develop and direct software system testing and validation procedures, programming and documentation. Testing including defining/supporting acceptance testing and gathering feedback from pre-release testers.
- Prepare system documentation to provide user support for programs and for production/operating procedures.
- Analyse user requirements and application needs, determine and evaluate potential solutions, develop system specifications and requirements, and design application programs to meet the requirements.
- Design integrated solutions, which may include applications, databases, networks, and related systems.
- Prepare and execute test cases including debugging of subsystems and components in Test and Production environments.

Financial Responsibility

- Responsible for controlling costs to within agreed system development & programming budget.
- Responsible for development of cost effective and innovative business automated solutions.

Person Specifications

Education & Training

- Minimum of bachelor's degree in software engineering, Computer Science, IT, Engineering, or any IT-related discipline.
- Possession of a Certified Banking qualification or master's degree in a relevant field would be an added advantage.
- Relevant Practical training in technology projects in the financial services sector.
- Any other certification would be added advantage.

Skills & Experience

- A minimum of 4 years' experience as a software developer or engineer; demonstrable success in developing a variety of software systems while taking on increasing responsibility for analysis, design, implementation and development tasks using varying SDLC methodologies like Waterfall and RUP, J2EE, Visual Basic, HTML, CSS, JavaScript, JSP, XML, C++, PL/SQL, and Oracle/SQL Server databases.
- In-depth knowledge of programming & prototyping languages such as Java, Python, C++, Ruby, JavaScript, CSS, PHP 5, J2EE, Visual Studio, web standards and ability to use one or more IDEs (e.g. Eclipse) and interactive debuggers effectively.
- Advance experience developing data-driven applications utilizing significant relational database engines as part of the overall application architecture. Experience with Oracle & MS SQL is required; however, PostgreSQL or MySQL is desirable.
- Knowledge & experience in administering Windows, Unix, Linux operating systems and at least two applications, database, messaging or web server systems.
- Advance experience developing data-driven applications utilizing significant relational database engines as part of the overall application architecture (experience with either PostgreSQL or MySQL is required and any of the following highly desirable; Oracle, MS SQL Server, H2 SQL).
- Working experience-using most of the following: Spring, Hibernate, JQuery, Subversion, Restful web services, agile methodology, Maven, Jasper server, android SDK.
- Advanced knowledge and skill with popular open-source programming languages JAVA and PHP 5.
- Proficiency in developing and troubleshooting complex software systems that run in mixed environments including Linux, UNIX and/or Windows on desktop, server, tablet, and mobile systems.
- Knowledge of programming & prototyping languages such as Java, Python, C++, Ruby, JavaScript, CSS, PHP 5, J2EE, Visual Studio, web standards and ability to use one or more IDEs (e.g. Eclipse) and interactive debuggers effectively.

Business Behaviours

- Strong understanding of banking operations, Fintech, and product development trends
- Familiarity with the financial services industry in Uganda
- Strong understanding and experience in digital banking services
- Demonstrated ability to link and apply complex technologies to business strategies.
- Strong skills in business process analysis, redesign and the ability to solve complex business problems.
- Ability to manage cooperation with third-party vendors.
- Entrepreneurial mind-set, with a sense of urgency, positive attitude and the ability to excel in a high-pressure environment.
- Exceptional interpersonal, communication and conflict resolution skills
- Open and collaborative style; must be comfortable working in an environment where ideas are shared and challenged.

Job Title: Systems Quality Assurance Analyst (1)

Department: Change & Digital Transformation
Reports To: Manager Systems Development & Integration

P.T.O

Grade: HFB 6C
Direct Reports: **Direct -** None, **Indirect -** None
Interacts/interfaces with:
Internal - CDT Team, IT Team, Business & Operations Teams, Internal Audit
External - Technology vendors & service providers

Job Purpose

- The role holder is responsible for quality reviews on business requirements, supporting the planning, design and execution of system testing on all implementations.
- The Quality Assurance Analyst is also responsible for leading execution of functional and non-functional tests, implementing quality testing and reporting processes to track and ensure adherence to quality software development processes and products. This includes creating detailed, comprehensive, and well-structured test plans and test cases, estimating, planning, prioritizing and coordinating quality system testing activities on all implementations based upon system requirements.

Key Result Areas

- Lead and coordinate business requirements reviews across functional teams and ensure that the business requirements are precise and testable.
- Work closely with the project team to define and create the overall project test strategy or test plan. Plan test schedules or strategies and Identify test resources, estimate test effort in accordance with project scope or delivery dates and ensure that the test strategy is achieved.
- Develop, document, and maintain functional and non-functional test cases, test scripts and other test artefacts like the test data, data validation, harness scripts and automated scripts.
- Work collaboratively with the business units and project teams to execute and validate test cases based upon business requirements and ensure that the test cases are traceable to the requirements.
- In collaboration with other critical stakeholders, tune the SQA processes, adopt tools and define re-usable templates in-line with the adoption and maturity of the SQA Framework.
- Define test process including required test activities and deliverables, conduct Test Readiness Assessment, establish test beds and ensure that test beds are available for all planned white box and black box testing activities.
- Implement and monitor test scripts to assess functionality, reliability, performance, and quality of the service or product.
- Develop and execute test plans to ensure that all objectives are met.
- Ensure that user expectations are met during the testing process.
- Engage, champion, and collaborate with technical teams / personnel in non-functional testing including integration, regression, load, performance, security, and usability testing.
- Prepare, share, and review test results periodically, report any defects, bugs, errors, configuration issues, and interoperability flaws and develop test acceptance reports for projects and software changes.
- Work with business units to perform post deployment sanity and regression tests and post-implementation review within defined period to confirm that the deployed solution works as per the business requirements.
- Investigate customer complaints and product issues.
- Identify and remedy defects within the production process.
- Ensure ongoing compliance with quality and industry regulatory requirements.
- Recommend, implement, and monitor preventative and corrective actions to ensure that quality assurance standards are achieved.

Financial Responsibility

- Responsible for controlling costs to within agreed system development & programming budget during SDLC.
- Responsible for implementing cost effective quality assurance principles and practices during development of innovative business automated solutions.

Person Specifications

Education & Training
- Minimum of bachelor's degree in Information Systems, Software Engineering, Computer Science, IT, Engineering, or any IT-related discipline.
- Possession of a Certified Banking qualification or master's degree in a relevant field would be an added advantage.
- Relevant Practical training in technology projects in the financial services sector.
- Any other certification would be added advantage.

Skills & Experience
- A minimum of 3 years' experience with Banking Systems and Operations, IT projects, Software Applications and Support. Analysis, design, implementation of emerging Technologies like Mobile and Internet Banking etc. using varying SDLC methodologies like ITIL, PL/SQL, and Oracle/SQL Server databases.
- Experience in quality inspection, auditing, and testing
- Excellent communication skills, both written and verbal
- Strong IT skills and knowledge of QA database management systems and applications
- Knowledge & experience in administering Windows, Unix, Linux operating systems and applications, database, messaging, or web server systems.
- Good knowledge of the software development life cycle and methodologies used in quality analysis.
- Experience in at least two IT disciplines such as application development, middleware, SOA and Software Quality Assurance
- Experience in Information Technology with focus on Business Analysis, Software Development and Quality Assurance

Business Behaviours
- Prior working experience Software Quality Assurance.
- Knowledge of a broad range of software applications and hardware and networks
- Strong programming knowledge
- Ability to liaise with all levels of management and subject matter experts across the industry and within the organization.
- Strong understanding of banking business and operations, Fintechs and product development trends
- Familiarity with the financial services industry in Uganda
- Exposure to Software Testing Automation.
- Strong understanding and experience in digital banking services
- Demonstrated ability to link and apply complex technologies to business strategies.
- Strong skills in business process analysis, redesign, and the ability to solve complex business problems.
- Ability to manage cooperation with third-party vendors.
- Entrepreneurial mind-set, with a sense of urgency, positive attitude, and the ability to excel in a high-pressure environment.
- Exceptional interpersonal, conflict resolution and communication skills
- Open and collaborative style; must be comfortable working in an environment where ideas are shared and challenged.
- Ability to use logic and reasoning to identify the strengths and weaknesses of IT systems.
- A meticulous approach to work

Interested candidates should submit their applications with a recent CV, copies of all academic transcripts, certificates and testimonials, daytime telephone contact, postal and email address and three competent referees **not later than Wednesday 21st June 2023 by 5:00pm to:**

Chief Human Resources Officer
Housing Finance Bank
Investment House
4 Wampewo Avenue, Kololo

Please take note that all applications should be sent by email to **Recruitment@housingfinance.co.ug.**

DO NOT HAND DELIVER YOUR APPLICATION.

Please note that ONLY shortlisted candidates will be contacted and any form of canvassing will lead to automatic disqualification.

Guidelines for submitting Documents

1. Ensure that all your documents are scanned and submitted in 1 single batch using the following order:
   - **Application letter**
   - **Curriculum Vitae (CV)**
   - **Academic Documents and Certificates**
2. The maximum document size is 10 MB.
3. Please indicate the name of the position you are applying for in the subject.

Housing Finance Bank is regulated by Bank of Uganda. Customer deposits are protected by the Deposits Protection Fund up to UGX 10 million, Terms and Conditions apply.