JOB DESCRIPTION

Job Title: Full Stack Developer

Who are we?
At Dakar Software Systems we are a leading provider of Payroll and HR software solutions in Malta. In business for over 30 years, we have developed a reputation for implementing quality solutions of varying complexity within organisations employing from 6 to 40,000 employees. Over these years we have built a complete portfolio of HR solutions, developed, implemented and supported by a team of professional service-oriented individuals for whom teamwork, competence and customer service are key attributes.

Dakar is an ISO9001 and ISO27001 certified organisation.

Job Summary
The Full Stack Developer role is to provide seasoned capabilities in all aspects of systems analysis, programming, unit testing and application testing. This includes interacting with internal business analysts and client users to understand application specifications, write program specifications, code and unit test programs, helping implement systems and providing post-implementation support.

Key Responsibilities
- Responsible for the timely completion of programming tasks for database-driven applications. These tasks include coding, testing, installation, documentation and post-installation audits, all performed in accordance with established standards.

- Conduct meetings with users to analyse their needs and either modify and enhance existing software and systems to meet those needs or proposes replacement systems.

- Assist in training and providing technical assistance to other developers as necessary.

- Adhere to a development methodology which consists of programming and systems standards, conventions and procedures and help ensure that they are followed by the Development Team.

- Prepare written analysis of problems and outlines alternative solutions.

- Analyse and assess existing business systems and procedures.

Qualifications

- **Education:** Bachelor's degree in Computer Science, Software Engineering, or related field (or equivalent work experience).

- **Experience:**
  - Over 5 years proven work experience as a Full Stack Developer or similar web development role.
  - Solid understanding of front-end and back-end programming languages.
  - JavaScript scripting experience.

- **Skills:**
  - Knowledge of computer system operations principles, procedures, analysis, and design.
  - Knowledge of principles and techniques of programming in a relational database environment, program documentation and troubleshooting.
  - Highly proficient in a variety of programming languages such as Visual Basic, SQL and C#.
  - Extensive understanding of coding methods and best practices.
  - Flexible and adaptable in regard to learning and understanding new technologies.
  - Strong written, oral and interpersonal communication skills.
  - Highly motivated and able to work on own initiative.
  - Keen attention to detail.
  - Proven analytical and problem-solving abilities.
  - Excellent knowledge of company products and software development directions (training will be provided by Dakar).
  - Ability to effectively prioritise and execute tasks in a high-pressure environment.

Personal Qualities:

- Excellent communication and teamwork skills.
- A passion for learning new technologies and improving existing skills.
- Attention to detail and commitment to delivering high-quality code.
- Ability to work in a fast-paced, deadline-driven environment.