

	Job Profile / Description	Template Identifier	MGL/HC/001	Rev	0
		Effective Date	July 2024		
		Review Date	N/A		

Function: Finance	Job Title: Applications Developer
Department: ICT	Duty Station: Kampala
Line Manager: Manager Enterprise Resource Planning	Supervises: N/A
<p>Job Purpose: The Applications Developer is responsible for the development, implementation, and maintenance of our enterprise resource planning (ERP) systems. This role requires a deep understanding of ERP software, strong technical skills, and the ability to collaborate with cross-functional teams to optimize our business processes.</p> <p>The job holder will Work closely with the ERP functional specialists to deliver, maintain, troubleshoot and enhance our ERP(s) functionality.</p>	
Key Internal Stakeholders. <ul style="list-style-type: none"> ✓ Head of ICT ✓ All departments ✓ Manager ERP 	Key External Stakeholders <ul style="list-style-type: none"> ✓ Service Providers and Consultants

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Functional Activities as per Key Performance areas

- Develop and Customize ERP Solutions: Design, code, test, and implement custom ERP solutions to meet the specific needs of our organization.
- System Integration: Integrate ERP modules with other IT systems, ensuring seamless data flow and process efficiency.
- Support and Maintenance: Provide ongoing support, troubleshooting, and maintenance for existing ERP systems to ensure optimal performance and reliability.
- User Training and Documentation: Create and maintain comprehensive documentation for ERP systems and provide training to end-users as needed.
- Business Process Analysis: Work closely with business analysts and stakeholders to understand business requirements and translate them into technical specifications.
- Continuous Improvement: Stay current with the latest ERP technologies and best practices to continually improve system functionality and efficiency.
- Work with the Service Desk to facilitate incident & problem resolution.
- Participate in ERP Systems release upgrade or new functionality / enhancement assessments and make recommendations.
- Testing and evaluating new business IT solutions and software components
- Identifying areas for modification in existing programs and subsequently developing these modifications
- Developing technical reference documents and end-user manuals and training users
- Any other duties related to the role.

Outputs:

- Weekly progress report of assignments being undertaken
- Software development technical documentations such as functional and technical Specs, design documents, deployment/configuration documents, test scripts
- Business Process Review Documentation
- Software models, scenarios, use cases, and prototypes
- Well documented software source code
- Software demo presentations and reports
- A monthly status report on software development activities
- Any other deliverables related to this role.

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<p>Minimum Qualification Requirements:</p> <ul style="list-style-type: none"> A University degree or equivalent in Computer Science or Software Engineering or Information Technology or Mathematics or Business Computing or a related field. 	<p>Related Minimum Experience:</p> <ul style="list-style-type: none"> Proven experience in software design and engineering, programming or coding in cloud-based or distributed computing environment, and object-oriented programming. Excellent creativity and strong analytical abilities. At least 3 years of experience in ERP development, implementation, functionality enhancements, customizations, process improvements, and support.
<p>Competencies Required:</p> <p>Behavioural</p> <ul style="list-style-type: none"> Must be of unquestionable integrity, Honesty, Trustworthiness and Professionalism 	
<p>Leadership</p> <ul style="list-style-type: none"> Must be a self-starter and have an appreciation of the Core values of Team, Integrity, Innovation, Customer Focus, and Integrity (TIICA) Strong Leadership potential to effectively drive a business agenda and operational coordination of activities. 	
<p>Knowledge.</p> <ul style="list-style-type: none"> Ability to create applications in Power Automate and SharePoint workflows. Experience with Azure Active Directory and Azure Rights Management Experience with databases, networks (LAN, WAN) and patch management. Knowledge of system security (e.g. intrusion detection systems) and data backup/recovery Familiarity with various operating systems and platforms Excellent communication skills Experience managing Exchange Online, SharePoint Online Ability to troubleshoot technical issues and provide resolutions. 	

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Skills

Technical Skills:

- Knowledge of software development patterns and exposure to agile software development techniques
- Knowledge and experience in object-oriented programming languages, Android/iOS Mobile Application Development, Ajax and python, json, SQL scripting, and PHP/ASPX/JSP, Java, C#, or Dot NET Programming pla
- Proficiency in ERP development platforms (such as SAP, Oracle, Microsoft Dynamics)

Special Skills (Added advantage):

- Cloud computing, mobile apps, distributed computing, and Payment Systems Integration
- Relevant certifications in contemporary ERP systems (e.g., SAP Certified Development Associate, Microsoft Certified: Dynamics 365 Developer, Oracle Certified Professional, or equivalent).
- Project Management: Experience with project management methodologies and tools.
- Industry Knowledge: Understanding of industry-specific ERP applications and best practices.

Essential Skills

- Problem-Solving: Strong analytical and problem-solving skills with the ability to troubleshoot complex technical issues.
- Communication: Excellent verbal and written communication skills, with the ability to effectively interact with technical and non-technical stakeholders.
- Teamwork: Proven ability to work collaboratively in a team environment and manage multiple projects simultaneously.
- Must be a self-driven, highly analytical, innovative, and a fast-thinker
- Must be able to work on cloud-based applications or software projects
- The ability to learn new technologies quickly
- The ability to communicate complex procedures to other colleagues
- Attention to detail and desire to probe further into data

Growth Potential:

- Successful candidate will be set up for succession planning to the Manager ERP role.

Job Assessment may follow one or all the following approaches.

- Interview
- Psychometric assessment
- Case Study

Job profile acknowledged by Employee

Name

Signature

Date

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Line Manager Sign-off

Name	Signature	Date
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People & Culture Sign-off

Name	Signature	Date
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