



Role Title: Developer

Reports To: Head of Development

Location: Randburg, Johannesburg

Job level: Mid - Snr

## Company Profile

RND Labs is a young company with mobile innovation at its heart. We pioneered WAP and USSD dating products in Africa. Our growth over the years has seen our architecture evolve into SOA and Micro services.

Today our development skills in building cloud native API services has evolved into some truly exciting new verticals with SaaS product offerings in Direct Carrier Billing, Automated in-house System Monitoring, an Identity Extraction and Verification API and an App based malware detection and removal tool for Android devices.

Visit [www.rndlabs.co.za](http://www.rndlabs.co.za) for the full company profile.

We are looking for talented developers to join us on two exciting new projects:

### Machine Vision

This new platform will enable 3rd parties to automate customer registration, identification and verification using leading capabilities like OCR, facial liveness detection and face matching to name a few. We are looking for engineers and developers who have a passion for pioneering new technology and enjoy problem solving.

[www.machinevision.co.za](http://www.machinevision.co.za)

### Guardian

A service to combat mobile phone fraud by offering real-time detection and removal of bots on mobile phones that attempt to auto-subscribe users to services. There is no product on the market that offers an on device solution to this problem.

[www.theguardianapp.co.za](http://www.theguardianapp.co.za)

### Perks:

- ✓ Monthly Messages
- ✓ Flexible Work Hours
- ✓ No Dress Code
- ✓ Work from home by arrangement
- ✓ 24 hour Cereal bar
- ✓ Amazing coffee
- ✓ Paid for online courses & up-skilling
- ✓ Offices include: Restaurants, Doctor, Dentist, Spar, Woolies, Chemist, Westpack and more!



### Role Purpose

The Developer is responsible for ensuring that all code is easily readable, maintainable and includes unit testing.

A Developer will have both strong product and system knowledge and be capable of delivering within an existing architectural environment.

In addition to this a Developer may need to re-architecture parts of the system from time to time whilst considering legacy support.

### Role Accountabilities

- Work as a key member in the Development Team
- Develop and implement new software programs
- Collaborate with the quality assurance team, product marketing teams and product owners to implement business requirements, features and architectural changes
- Maintain and improve the performance of existing software
- Test and maintain software products to ensure strong functionality and optimization
- Inspire and motivate fellow team members to meet our customer's demands and deliver with innovation and urgency
- Clearly and regularly communicate with management and technical support colleagues
- Work with key stakeholders across the company to ensure successful product releases

### Typical Outputs

- You will work on existing platforms that are deployed on multiple servers on AWS
- You will work on writing code to enhance our current services
- You will work with machine vision
- You will work with machine learning
- You will integrate into third party systems, USSD, Billing, SMS, fraud detection, device lookups, IP lookups, location lookups, AWS web services etc.

### Key Performance Indicators

- Understand our core products and some supporting services that you would work on to enhance
- Write clean, concise easily maintainable code
- Write support documentation to hand over to the support team
- Write optimised code to reduce/maintain system load
- Work well within the team
- Build robust, low maintenance systems
- Build stable solutions



### Expertise: Technical / Professional / Personal

- ❖ Proficiency in Java programming language
- ❖ Experience of object oriented programming / modular programming.
- ❖ Strong experience in software development technologies including backend frameworks (Spring, Camel, etc)
- ❖ Experience in databases and ORM tools. (MySQL, myBatis. Hibernate, JPA, JDBC, SQL Queries, RDS)
- ❖ Experience with Messaging frameworks(JMS, ActiveMQ, Amazon SQS)
- ❖ Experience with Web services (SOAP, REST, RPC, JAXWS, Jersey, Spring MVC, etc)
- ❖ Experience with caching solutions (Ehcache, Memcached)
- ❖ Experience with web frameworks (SpringMVC, Tapestry, Freemarker)
- ❖ Experience with reporting and DW (Mondrian, Pentaho Suite)
- ❖ Experience using Version Control (GIT)
- ❖ Experience with Build Tools (IDE, Maven, Gradle)
- ❖ Proficient knowledge of HTML 5, XHTML/HTML, JavaScript, CSS, XML and other web technologies
- ❖ Experience with Javascript frameworks (React, Angular, jQuery )
- ❖ Work closely with project team members (Architects, Product Management, Functional QA, System Testers)
- ❖ Basic knowledge of the Linux command line is beneficial
- ❖ Experience of the full software development lifecycle: from requirements gathering and functional specification authoring, to development, testing and deliver

<b>Language Skills</b>	Java, SQL
<b>OS</b>	Linux, Windows
<b>Support Tools</b>	Android Studio, Github, Maven, Npm
<b>Integration</b>	Restful, SOAP, JAX-WS
<b>Nice to have</b>	MySQL, MyBatis, Android, Spring, Html5, React, Angular Tools, Jira

### Salary

30K - 70K p/m dependent on level of experience



## Hiring Process

1. Phone Interview (5-10 mins)
2. Successfully complete an online questionnaire (15 mins)
3. Successfully complete a coding test at our offices (1 hour)
4. Face to Face interview with the team at our offices (1 hour)

If interested please email your CV and a short cover note to [careers@rndlabs.co.za](mailto:careers@rndlabs.co.za)