



VACANCY ANNOUNCEMENT: WFP 16-0020952

Job Title: IT Officer (Software Engineering Technical Lead)

Duty Station: Nairobi

Post Grade: Service Contract (SC9-NOB Equivalent)

Date of issue: 6 April 2016

Deadline for application: 19 April 2016

The United Nations World Food Programme is the world's largest humanitarian agency fighting hunger worldwide. The mission of WFP is to help the world achieve Zero Hunger in our lifetimes. Every day, WFP works worldwide to ensure that no child goes to bed hungry and that the poorest and most vulnerable, particularly women and children, can access the nutritious food they need. In emergencies, WFP gets food to where it is needed, saving the lives of victims of war, civil conflict and natural disasters. After an emergency, WFP uses food to help communities rebuild their shattered lives. On average, WFP reaches more than 80 million people with food assistance in 75 countries each year. The organization has the global footprint, deep field presence and local knowledge and relationships necessary to provide access to nutritious food and contribute to the lasting solutions, especially in many of the world's most remote and fragile areas.

Background:

In 2010, WFP began designing and evaluating new transfer modalities and technologies in Kenya. By 2013, WFP had developed in-house two business critical systems to deliver large scale food assistance programmes, and one customized open source system supporting an important accountability initiative. WFP plans to increase the use of innovative approaches in the coming years, and requires in-house capacity to ensure that:

- Existing business critical systems are supported, and updated as needed.
- The potential of new technology to improve the efficiency and effectiveness of WFP's food assistance programmes is continuously explored.
- Data capture exercises related to WFP's food assistance transfer modalities are rigorous, effective and efficient.
- Systems and business processes are:
 - well-adapted to WFP's evolving programmes,
 - well-documented and supported,
 - well-designed to support future scaling of successful pilots,
 - integrated with country office management and corporate reporting requirements,
 - and contribute to the evolving national social protection framework including the single-registry project,
- Knowledge accumulated through programme innovations is well-managed and contributes continuously to organizational learning.

As part of the Innovation unit, the incumbent will be involved in on-going development, implementation and maintenance of software solutions as well as with consulting software development projects with various WFP Kenya units.

Accountability:

Under the direct supervision of the Programme Policy Officer and Head of the Innovations, the incumbent will be responsible for:

Responsibilities:

- Provides technical direction for the development, design, and systems integration from definition phase through implementation.
- Easily recognizes system deficiencies and implements effective solutions.
- Creates and executes development plans and revises as appropriate to meet changing needs and requirements.
- Owns the development lifecycle and is responsible for managing technical risks throughout the project.
- Manages outputs from developers and technical consultants through code reviews, enforcing coding standards.
- Manages the product roadmap with all feature enhancement and bug fix requests for all systems.
- Develops optimal complex relational database design techniques for systems.
- Documents technical specification for custom development and systems integration requirements.
- Possesses demonstrated work experience with more than one relational database management system, object oriented design concepts and client/server and internet systems architectures.
- Remains on the forefront of emerging industry practices.
- Manages client interaction and expectations regarding development efforts.
- Communicates effectively with clients to identify needs and evaluate alternative technical solutions.
- Resolves and/or escalates issues in a timely fashion.
- Perform any other related duties as required.

Skills and Competencies:

- Exceptional self-starter with experience leading a team of developers in an agile environment.
- Proficient in OOAD, Design Patterns, UML and Tools such as Sparx System and Visio.
- Ability to understand business and user requirements and translate them into functioning applications and services.

- Exceptional experience writing reusable, generic architecture level components.
- Strong client service skills, and the ability to develop and maintain effective relationships with WFP business owners and users, as well as owners and users from other agencies and the government.
- Experience with Identity, access management and security technologies.
- Experience with SDLC tools & methodologies using jira, confluence, agile, iterative programming.
- Strong experience with profiling, tuning and optimization techniques and tools.
- Good knowledge of design patterns and their efficient application without overuse.
- Experience in database & persistence technology using MySQL, SQL, JPA and Hibernate.
- Demonstrated hands-on experience designing and implementing complex business solutions using web-based and mobile technologies.
- Strong interpersonal and communication skills.

Minimum Qualifications and Experience:

- BSc in Computer Science or equivalent experience.
- Over 4 years of experience in IT Software Architecture, designing large-scale business critical systems with high availability and resiliency.
- Over 4 years leading a team of developers in full-lifecycle application development.
- Over 8 years' experience building multi-tier applications using Java or .NET.
- Experience architecting BPMS and workflows.
- Extensive experience in designing, writing code and implementing web-based applications using PHP, C#, JavaScript in a SQL server environment.
- Experience in version control (GIT); project management and issue tracking software (Redmine).
- Experience in mobile-based application development (Android ®) and data collection tools.
- Experience in implementation/ customisation of OpenSource customer relationship management (CRM) technologies i.e. SugarCRM.
- Demonstrated hands on programming experience combined with cross-functional collaboration skills.
- Demonstrated experience in SMS gateway development, integration (via API) and support.
- Experience in agile software development.
- Good written and spoken English and fluent in Kiswahili.

Interested and qualified Candidates are requested to submit online applications only according to the following procedures:

- Go to: <http://i-recruitment.wfp.org/vacancies/16-0020952>
- Step 1: Create your online CV.
- Step 2: Click on "Description" to read the position requirements and "Apply" to submit your application.
- **NOTE:** You must complete Step 2 in order for your application to be considered for this vacancy.

If you have any queries relating to this VA please send them to: Nairobi.Hr@wfp.org.

**WFP is an equal opportunity employer and does not charge a fee at any stage of the recruitment process.
Only short listed applicants will be contacted.**