

Associate Software Developer

JOB DESCRIPTION

NOVEMBER 2021

[TRANSACTIONJUNCTION.CO.ZA](https://transactionjunction.co.za)

About us

If you live in South Africa and make regular card or digital payments, chances are, you regularly use Transaction Junction's platform. We are a Switch, meaning we create the connection between all the necessary parties involved in a transaction to ensure that it is done quickly, securely and that the regulatory requirements are taken care of. We are a proudly South African company, based in Century City, Cape Town, with around 90 amazing employees who all work together towards a common goal.

We process more annual transactions than any of our competitors (in excess of 2 billion), have had zero downtime since 2013, we integrate into over 50 POS systems, and support over 45 payment methods to ensure that payment acceptance is never a limit for our customers. We have great relationships with our customers, the banks, our payment partners and importantly, our fellow team-mates.

We continuously develop our technology to deliver a reliable and industry-leading product offering for the ever-changing payment landscape, and we pride ourselves with excellent customer service. We don't accept limitations to what we can achieve and if the available technology has not caught up, we create our own.

We check all the boxes...Discovery Medical Aid, Group Life Insurance, job stability, competitive salaries, educational advancement assistance, our own in-house barista, free lunches and drinks on Fridays, a fully functional kitchen, an open-door policy, and a fantastic company culture.

We are employee-focussed and reward, empower and uplift our staff. We believe that our people are our greatest asset, and that happy employees deliver the best quality work. We work hard, we celebrate the wins and we believe in the power of teamwork.

50 Reasons

why we love working at TJ

We asked our staff what makes TJ an awesome place to work, and this is what they said...

1. Fantastic team culture across all areas
2. Retirement fund
3. Discovery Medical Aid
4. Group Life cover
5. Competitive remuneration
6. Disability cover
7. Funeral cover
8. Annual bonuses
9. Long term incentives
10. Job security (even during the COVID-19 pandemic, our business has thrived, and there was not a single retrenchment)
11. We continually reward, promote, and upskill our staff
12. COVID-19 compliant (we have sanitisers everywhere, wear masks, test temperatures, employees log their health status through the Comply app, practice social distancing etc)
13. Work from home option
14. Educational advancement assistance
15. No clock watching
16. Open communication channels
17. Annual leave, study leave, family leave, parental leave, sick leave, and you get the day off on your birthday! (or any day during your birthday month)
18. We have our own in-house Barista who makes free world-class coffees and hot chocolate
19. Free lunches every Friday
20. Regular company social events
21. Friday drinks
22. We believe in the power of teamwork
23. Beautiful office environment with scenic views
24. Fully functional kitchen
25. Freedom of Religion and Culture, and respect for one another's beliefs
26. Flat company structure
27. Help is there whenever it is needed
28. "Even though leadership is as old as the hills, they are still young at heart"
29. Casual dress code "Wear whatever you want Mondays Tuesdays Wednesdays Thursdays Fridays"
30. Continuous internships
31. Supports local NGOs without thinking twice!
32. Management development
33. Continuous growth of people and processes to ensure that we remain current
34. Healthy company wellness program
35. We take part in MyRun
36. "One of our GM's has the wit of John Cleese and the other has the fashion sense of Miley Cyrus"
37. Cool company-branded kit
38. Open plan office with private break-away rooms
39. Plenty of parking with friendly security guards
40. Very central office, close to highways and Canal Walk for convenience
41. Options to study and better ourselves and improve our knowledge
42. There is a real focus on innovation
43. Great colleagues - they are truly awesome
44. "I have never worked at a company that is this interested in its customers"
45. We have a strong mission statement and live by it
46. Open door policy when wanting to speak to the MD or GM's
47. We are one team, and we all feel the joy and pain when things go well and when they go wrong
48. We truly have a genuine care for people
49. Although growing at a rapid rate, the family feeling has never left the building
50. We own our responsibilities and take pride in our company

JOB PURPOSE

Responsible for the programming and development of Transaction Junction's payment applications and supporting software under the direction of the senior software developer. To make use of established tools and processes to help ensure the delivery of quality products to internal and external customers.

RESPONSIBILITIES

DEVELOPMENT LIFECYCLE SUPPORT

- Development of secure, concurrent, event driven highly scalable transaction processing applications
- Conduct development using Java as the primary development language
- Conduct database development
- Make appropriate use of established tools, supporting applications and prototypes
- Automate tasks using established tools and scripting
- Perform development in accordance with specifications and Transaction Junction development standards
- Develop unit tests to ensure that requirements are met, and code coverage is adequate
- Create, document and implement component test scripts
- Maintain technical documentation using defined technical documentation templates and prescribed policies and procedures
- Ensure that the requisite technical supporting documentation, in line with the established Transaction Junction development standards and internal policies is created and adhered to
- Collaborate with internal teams to identify, troubleshoot, investigate and resolve issues and improve product features, documenting any changes and resolutions as may be required
- Perform maintenance programming and address technical debt
- Participate in a peer review process where all work delivered must be validated according to the documented requirements and in line with the Transaction Junction development standards
- Ensure software is developed according to the Transaction Junction development and underlying technology standards
- Execute tasks to achieve product deliverables per sprint
- Provide input into detailed estimation for upcoming tasks as input into sprint planning
- Recommend changes to improve established application processes and procedures

SELF-MANAGEMENT

- Set an example through personal quality and productivity standards and ways of working with others.
- Demonstrate consistent application of internal procedures. Plan and prioritise, demonstrating abilities to manage competing demands.
- Demonstrate abilities to anticipate and manage change. Demonstrate flexibility in balancing achievement of own objectives with abilities to understand and respond to organisational and team needs.

BEHAVIOURAL COMPETENCIES

ENSURES ACCOUNTABILITY

Holds self and others accountable to meet commitments. For example, accepts responsibility for own work, both successes and failures. Handles fair share and does not make excuses for problems. Usually meets commitments to others.

COLLABORATES

Builds partnerships and works collaboratively with others to meet shared objectives. For example, readily involves others to accomplish goals; stays in touch and shares information; discourages “us versus them” thinking; shows appreciation for others’ ideas and input.

MANAGES COMPLEXITY

Makes sense of complex, high quantity, and sometimes contradictory information to effectively solve problems. For example, gathers basic information to understand a problem and find a solution. Seeks to understand and apply systematic problem-solving methods; distinguishes symptoms from underlying problems.

TECH SAVVY

Anticipates and adopts innovations in business-building digital and technology applications. For example, investigates technologies to learn some cutting-edge best practices. Uses digital/social media to benefit the team and add value to the work being done; understands how to avoid misuse of these tools.

CULTIVATES INNOVATION

Creates new and better ways for the organization to be successful. For example, demonstrates openness to new ideas and ways of looking at things; suggests new and useful ideas or solutions. Learns innovative methods, tools, and technology and applies them to work tasks.

DECISION QUALITY

Makes good and timely decisions that keep the organization moving forward. For example, knows when to act independently and when to escalate issues. Integrates various inputs, decision criteria, and trade-offs to make effective decisions. Typically makes good independent decisions.

COMMUNICATES EFFECTIVELY

Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences. For example, pays attention to others’ insights, advice, or instruction, grasping the main elements. Promptly shares relevant information with the right amount of detail.

CUSTOMER FOCUS

Building strong customer relationships and delivering customer-centric solutions.

INSTILLS TRUST

Gaining the confidence and trust of others through honesty, integrity, and authenticity.

CULTIVATES INNOVATION

Creating new and better ways for the organisation to be successful.

COLLABORATES

Building partnerships and working collaboratively with others to meet shared objectives.

SITUATIONAL ADAPTABILITY

Adapting approach and demeanour in real time to match the shifting demands of different situations.

EDUCATION

Bachelors' degree in Computer Science or Engineering

EXPERIENCE

Minimum of 3 years' experience as a Junior Software Developer





TO APPLY:

Send your cover letter and CV through to vacancies@switch.tj or apply on <https://transactionjunction.co.za/fintech-careers/>

[TRANSACTIONJUNCTION.CO.ZA](https://transactionjunction.co.za)