Terms of Reference

Position Title: Full Stack Developer
Programme/Hub: Operations
Expected Salary Range: R35 000 - R40 000 per month (commensurate with experience)
Expected Start Date: 1 April 2024
Location: Cape Town, South Africa

About SouthSouthNorth

SouthSouthNorth (SSN) supports national and regional responses to climate change through policy and knowledge interventions, partnerships and deep collaboration. We do this by connecting people and information, enhancing capability and mobilising resources to respond innovatively to the challenges and opportunities that climate change presents. Being positioned in the Global South affords SSN a deeper understanding of, and connection to, the climate and development challenges facing the region. We enhance developing countries’ access to climate information by brokering climate knowledge through formalised exchanges among various stakeholders. We assist decision-makers in delivering climate compatible development by informing policy formulation and implementation. We bring good governance to the management of donor funds, technical assistance and project management.

Full details of the projects that SSN currently implements are available at www.southsouthnorth.org.

Role Summary

This Terms of Reference outlines the role of a Full Stack Developer within our Dev Team, working alongside our Software Architect and Software Engineer, under guidance from the Operations Officer. In the context of SouthSouthNorth’s co-creative approach, the developer’s responsibilities will often extend across the agile process into a combination of
project planning, user engagement, system design, project management, system development, factory and integration testing, deployment, system documentation, framework protocols, and user training and support.

**Roles and Responsibilities**

- Automation of operational processes for internal and external stakeholders
- Holistic integration and improvement of existing web applications and databases to enhance organisational flows of data and operational efficiency
- Development of new infrastructure and features across the stack
- Collaboration on scalable solutions to meet specific emergent requirements
- Maintain databases and obtain data inputs and updates from teams
- Perform data quality / data cleansing exercises
- Assist in implementation of system transitions and integrations
- Install, evaluate and test software upgrades, expansions or enhancements
- Compile and maintain system documentation
- Respond to user support queries and collaborate on user training
- Write reports and create dashboards using Caspio, Cognos, Sage Evolution, Excel or SQL Queries
- Translate organisational requirements into technical ones

**Advantageous Interests and Experience**

- Work in or on rapid development low-code database applications (Caspio/ Salesforce Platform/ Zoho/ Microsoft Power Apps)
- Work in or on orchestration tools (Workday/ Asana/ Wrike/ Trello etc)
- Exposure to using REST API's or other data integration methods
- Work on and with MacOS
- Full-stack dev experience
- Dev project management experience
- SQL or relational database skills, or experience writing basic SQL scripts
- Prior exposure to business intelligence tools such as Power BI, IBM Cognos, Google Data Studio, Qlik
- Tertiary qualification or course in an Analytical field (Science, Engineering, Commerce, etc.)
Advantageous Competencies and Qualities

- Accuracy and precision – particularly regarding quantitative analysis
- Reliability with long-term, repeated tasks
- Attitude and willingness to learn through doing
- Critical thinking and an ability to distil a complex problem into key elements
- Curiosity and initiative to develop new concepts and share fresh perspectives with the team
- Skills transfer and the application of inter-disciplinary problem solving
- Excellent written and verbal communications
- Passion for untangling complex problems
- Ability to self-manage deadlines and workflows
- Ability to work within a flexible and fluid work environment
- Eagerness to learn new approaches to data handling
- A grasp of general business; contracting and accounting practices
- Patience, resourcefulness and a willingness to help others
- Ability to work as part of a team

Application process

To apply, please complete the following Application form.

Applications will close on 10 March 2024.

Shortlisted candidates will be contacted within two weeks of the closing date. If you are not contacted within this time period, please consider your application unsuccessful. Unfortunately, we are not able to offer feedback on any application made for this job posting. SSN is committed to providing equal opportunities and practising affirmative action employment relating to race, gender and disability. Only candidates who are eligible to work in South Africa will be considered for this post. SSN reserves the right not to make an appointment.