

VACANCY



The positive growth at MTC, Namibia’s leading telecommunications company, now warrants appointment in the following vacancy:

Senior System Developer (Grade D2)

The incumbent will report to the: **Manager: IT Development**

Job Competencies Include:

The role is responsible for coordinating system development by analysing user and infrastructure requirements, designing and deploying solutions, and managing the full software lifecycle – including setup, testing, documentation, and modification.

- Conduct impact and risk assessments for requirement changes to assess their technical capacity and viability.
- Assign and review requirement analysis executed by the software developers and mediate discussion with stakeholders.
- Continuously update the requirements of software projects throughout the project lifecycle to accommodate changes.
- Develop high-level system architecture that outlines the structure and behaviour of the software solution, and perform design reviews and architecture peer validations.
- Review the proposed mock-up or prototype design to ensure that it is compliant with the corporate identity and requirements.
- Review integration architecture for scalability and performance and identify any potential risks in the design, and develop mitigation strategies.
- Design scalable and fault-tolerant deployment models (multi-region, HA, DR-ready) for the solution including servers, databases and network configurations to support the software solution.
- Engage and liaise with other technical stakeholders to provide more details on the connectivity, redundancies and required numbers of environments.
- Participate in scheduled business continuity activities and maintain an up-to-date knowledge on system architecture best practice and design standards.
- Assure monitoring and logging to track the health and performance of the infrastructure and software solution.
- Assist with development of complex logics and interfaces based on the approved design, prototype, and coding standards.
- Create and maintain technical documentation for the software, including design documentation, API documentation and user guides.
- Supervise system load, vulnerability, and performance testing of the solutions.
- Resolve bugs and fixes that are escalated by the software developers and review the release notes and deployment plan.
- Review maintenance manuals, perform health checks, and validate runbook effectiveness and optimise solution performance; oversee enhancements and version upgrades.
- Ensure that all system design, development, and deployment activities adhere to organisational IT governance frameworks (e.g. COBIT, ITIL), information security standards (e.g. ISO 27001), and secure coding guidelines (e.g. OWASP).
- Document and maintain system and application security risks, control validations, and ensure mitigation plans are implemented and monitored to completion.
- Enforce the use of secure repositories, access control, and environment segregation policies during development and deployment processes.
- Configure alert notifications to notify the team of critical issues or performance degradation in real-time.
- Confirm detailed documentation of the monitoring and logging setup, including configurations, tools used and procedures for analysing logs.
- Conduct daily workload review and prioritisation with the team.
- Research new technologies and industry standards within software development and their impact, and propose recommendations on the existing solutions and the company's market position.
- Conduct scheduled maintenance activities (e.g. backups, patching, updates) without impacting system availability or business operations.
- Support change implementation by validating pre- and post-deployment steps during planned maintenance windows, minimising service disruption.
- Monitor staff performance and identify training needs and escalate to the line manager.
- Ensure that labour issues are dealt with effectively, that discipline is instilled, and ensure adherence to company image.
- Consistently drive and maintain company standards.

Qualifications and Personal Competencies:

- Bachelor's degree in software development / computer science / information technology or relevant experience (3 years).
- Certification in cloud platforms (AWS, Azure, GCP), DevOps (e.g. Microsoft, AWS), or secure coding (e.g. OWASP, CISSP) are highly desirable and an added advantage.
- A minimum of 7 years' total work experience is required for this position.
- Experience in web based and mobile application development (5 years).
- Experience in system integration (API development RESTful and SOAP) (4 years).
- Experience in a team leader / supervisory role (3 years).
- Agile development experience (3 years).
- Experience with DevSecOps principles, and knowledge of CI/CD tools such as Jenkins, GitLab CI, or Azure DevOps an added advantage.
- Proficient in modern programming languages such as Java, C#, Python, JavaScript, and related frameworks.
- Expert knowledge of object-oriented programming languages such as Scala, Java, Ruby, PHP, Python, SQL, Dart, C#; scripting languages such as JavaScript, XML, JSON, shell, Node.js and Linux/Unix as well as programming frameworks such as Microsoft ASP.NET, No Code, Ionic, Flutter, Spring, Angular, Laravel, CodeIgniter.
- Strong expertise in system integration, microservices architecture, and API development.
- Ability to analyse and convert business processes into software solutions.
- Demonstrate complex problem-solving skills, and be open-minded with a deep understanding of how to complete most DevOps responsibilities in addition to software development.
- Ability to supervise others, including agile teams.
- Capable of writing complex tests to debug and resolve issues outside their areas of expertise.
- Excellent analytical skills and the ability to perform complex mathematical calculations.
- Possess a high level of sensitivity and confidentiality due to complex systems developed.

Application Closing Date: Thursday, 30 October 2025

Submissions should contain a comprehensive CV supported by a motivation (cover) letter and qualifications and should be addressed as follows:

Application: **(Please state clearly which position you are applying for)** Att: Human Resource Practitioner, Alexis Barry,
P O Box 23051, Windhoek, or C/o Mose Tjitendero & Hamutenya Wanahepo Ndadi Street, Olympia, Windhoek

Apply via the recruitment site: https://jobopportunities.net/jobs_search.aspx

NB: Only short-listed candidates will be contacted, and no CVs or documents will be returned.

* Previously disadvantaged people are encouraged to apply.
MTC is an equal opportunities employer and offers a competitive remuneration package to the successful candidate.



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