

Description

Job Purpose:

The Senior Software Engineer plays a pivotal role in the design, development, and delivery of enterprise-grade applications that underpin the organization's fintech, telco, and digital service platforms. This role exists to ensure that complex business requirements are transformed into high-quality, secure, and scalable software solutions. The Senior Software Engineer is expected to lead by example in coding practices, software craftsmanship, and DevOps adoption while also mentoring junior engineers. By embedding modern engineering standards, automation practices, and emerging AI-driven development accelerators, this role contributes to faster delivery cycles, improved customer experiences, and long-term platform resilience.

The Job:

- Translate business and functional requirements into secure, performant, and maintainable code.
- Develop microservices, APIs, and cloud-native solutions following enterprise patterns.
- Ensure adherence to coding standards, secure development lifecycle (SSDLC), and test-driven development.
- Drive automation-first approaches, embedding CI/CD pipelines and continuous testing.
- Conduct code reviews and implement refactoring strategies to maintain technical debt at optimal levels.
- Contribute to design documents, technical specifications, and solution reviews with architects and product owners.
- Mentor junior and mid-level engineers to uplift technical capabilities across the team.
- Collaborate with DevOps, QA, product, and business teams to align on delivery outcomes.
- Act as a technical lead in specific projects or modules, providing direction and troubleshooting expertise.
- Support deployments, monitoring, and post-release stability using observability tools and SRE practices.
- Proactively address performance bottlenecks, security vulnerabilities, and system integration challenges.
- Contribute to incident root-cause analysis and post-mortems to strengthen resilience.
- Research, evaluate, and adopt emerging technologies to improve development efficiency and product capability.
- Champion engineering practices that balance innovation, cost optimization, and long-term maintainability.
- Participate in proof-of-concept (PoC) initiatives and innovation sprints aligned with business priorities.
- AI-Augmented Development: Skilled in using AI-assisted coding tools (e.g., GitHub Copilot, Tabnine) to accelerate productivity and reduce repetitive coding.
- Intelligent Testing & QA: Ability to integrate AI-driven test generation, defect prediction, and automated regression strategies.
- Code Quality & Security Insights: Familiar with AI-powered code review, vulnerability detection, and compliance validation tools.
- Data-Driven Engineering: Understanding of how AI can enhance telemetry, observability, and predictive maintenance of applications.

Entry Requirements

The Person:

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- BSc in Computer Science/Engineering.
- 2+ years of progressive experience in software engineering with exposure to enterprise-scale systems.
- Strong hands-on expertise in one or more backend frameworks (Java/Spring Boot, or equivalent).
- Demonstrated experience with cloud-native development, microservices, and container orchestration (Docker, Kubernetes).
- Proven track record of applying secure coding practices and contributing to CI/CD pipelines.
- Experience in Agile/Scrum environments with exposure to DevOps and modern software delivery practices.
- Prior experience in fintech, telco, or other regulated domains is a plus.
- Exposure to data-driven engineering practices and AI-assisted development tools.
- Involvement in mentoring, coaching, or leading small engineering squads.
- Familiarity with modern frontend frameworks (React, Angular, Vue) and full-stack development is an added advantage.
- Strong problem-solving and analytical skills with attention to detail.
- Excellent collaboration, communication, and stakeholder management abilities.
- Demonstrated ability to work in Agile/Scrum teams and adapt to fast-paced delivery cycles.
- Growth mindset with continuous learning orientation, especially in AI and cloud-native engineering.