RECRUITMENT NOTICE N° 01/06/2025

Muganga SACCO is a Savings and Credit Cooperative for health sector staff in Rwanda. Its primary objective is to improve members' socio-economic conditions and promote access to finance, by assisting them to make savings and access low-rate loans, therefore contributing significantly to their retention. It was established as a result of the Government of Rwanda's advice to the Ministry of Health to find strategies to motivate and retain healthcare professionals in the public sector. Muganga SACCO is licensed by the National Bank of Rwanda and acquired legal personality from the Rwanda Cooperative Agency (RCA).

MUGANGA SACCO wishes to recruit the highly competent and self-driven staff on the position of Senior Manager, Software Engineer on permanent basis regardless the gender, and other kind of discriminations.

1. RECRUITMENT DETAILS:

Position: **Senior Manager, Software Engineer**
Number of needed staff: **1**
Employment period: **Open-ended period (Full-time)**
Working place: **Head Office/Kigali,**

2. JOB PURPOSE STATEMENT

Reporting to Director of ICT Department, the Software Engineer position exists to lead and manage Software developers, supporting them in building industry leading, search engine optimized, robust and innovative software solutions that are fit for purpose. The incumbent is responsible for overseeing the work of the technical team.

3. KEY RESPONSIBILITIES

- Provides leadership and supervision to the staff, ensuring that appropriate skilled resources are in place to meet required service levels;
- Responsible of planning, directing, and coordinating all activities associated with writing/creating /acquiring/implementing software business solutions across multiple functional areas of a Financial Institution or related institution.
- Coordinating with other departments to ensure that projects are completed on schedule and within budget; proposing and managing budgets for projects.
- Supervising, Managing the work of other technical staff members, such as programmers,
- Planning and executing strategies for completing projects on time.
- Researching and developing designs and products.
- Determining the need for training and talent development.
- Hiring contractors and building teams.

- Ensuring products have the support of upper management.
- Providing clear and concise instructions to engineering team.
- Managing the activities of the software developing team or specific project;
- Direct strategic development, management and deployment of QA resources and software development.
- Establishes standards in software development and integration;
- Lead and manage the Software Development team to deliver software, infrastructure and architecture that meets the needs of users;
- Lead software development division to distribute software development atmosphere.
- Create, implement and maintain a continuous improvement plan for software development;
- Keep up to date with the latest software development technologies and methodologies;
- Write clean and healthy structured, well documented code and build future-proof reusable core code libraries, which can be shared, in-order to drive further efficiencies throughout the team;
- Deliver code which is well tested and consistently error free.
- Design and build database schemas with integrity and scalability with data access layers that are optimized for performance and security;
- Implement mechanisms to monitor, manage and provide progress on all software development activities
- Ensure application design to manage and maintain data security and integrity.
- Help communication upward as well as throughout project team.
- Utilize practices of best-case packaged software release management.
- Mentor leads & managers to implement best practices to motivate and organize their teams.
- Prepare schedules, report status as well as make hiring decisions.
- Establish hiring bar for lead & all managers as well as individual contributors.
- Ensure to provide proven ability to evaluate and improve software development best practices.
- Provide version control processes to assure consistency, quality and timeliness.
- Reviewing and applying said best practices to establish architecture and frameworks consistent with and supportive of the Product Strategy
- Accountable for the on time and to quality delivery of software development projects;
- Guide and provide input to all strategic as well as technical planning for entire software projects.
- Collaborating with the appropriate functions and users to evaluate and identify technology platforms for delivering the company's products and internal services;
- Understanding the use cases (and/or user stories) in order to oversee the design of the architecture for the products to be built;
- Ensuring that technology standards and best practices are maintained across the bank;
- Drive consistent standards and approaches throughout the development teams;
- Prioritize, budget and allocate projects, products, and resources in line with business priorities;
- Prepare project business cases in collaboration with users department and stakeholders;
- Manage IT Vendor relations
- Implementing changes to engineering processes based on new technologies or industry standards

4. KEY MEASURABLE GOALS

- Software developed and tested
- Product delivery
- Service level Performance;
- Best practices software standards are documented and communicated to the development team
- Maturity of process and practices, metrics:
- Teams are focused and prepared to delivery;
- IT Vendors – List
- Up to date software development technologies and methodologies;
- Code well tested and consistently error free
- Database schemas with integrity and scalability with data access layers that are optimized for performance and security

5. SKILLS & COMPETENCIES

- Skills and competencies for this position include:
  - Technical ability in areas like software development, network architecture, artificial intelligence, big data engineering, security engineering, and cyber security
  - Driving agility
  - Leveraging ecosystems
  - Focusing business and technology strategies
  - Designing the IT operating model;
  - Strategic Management Skills;
  - Problem solving skills;
  - Leadership skills
  - Customer ambassador

- Overall understanding of complex database concepts and effective deployment of different database design techniques, browser/ client specific compatibility issues,
- DSN management, and general hosting and mobile banking and any other technology implemented by a Financial Institution or related institution.
- Possess knowledge on client/ server computing and system architectures and on new and emerging technologies and the potential application on client engagement
- Knowledge of IT Project Management
- Detailed understanding of Banking Operations / Process reengineering
- Excellent understanding of server-side technologies (e.g.Node.js, Go, Ruby on Rails, Java, PHP, .Net) and client-side languages and frameworks (e.g. Javascript, Angular JS, React JS)
- Knowledge of networking protocols eg. HTML, XML and scripting languages
- Knowledge of Agile software development practices

6. REQUIREMENTS

- Being Rwandan aged between 25 and 45years' old (**ID Required**);
- Master's Degree in Computer Science, Software Engineering, Information Technology management with more than 3 year working experience in software development, in delivering cloud platform solutions; and having One of following IT professional certifications/qualifications:

- *Certified Information professional*
- *Certified in Risk and Information Systems Control (CRISC),*
- *Certified Information Security Manager (CISM),*
- *Cyber security Nexus™ (CSX) Certification, Or*
- *Certified Strategic Management Analyst ™ (CSMA™);*
- *Certified System Integrator*
- *IT Certification in Project Management or Business Solutions Deployment*

Or

Bachelors' degree in Information Technology, Computer Science, Computer Engineering or other relevant field with over 5 years working experience and having One of following IT professional certifications/qualifications:

- *Certified Information professional*
- *Certified in Risk and Information Systems Control (CRISC),*
- *Certified Information Security Manager (CISM),*
- *Cyber security Nexus™ (CSX) Certification, Or*
- *Certified Strategic Management Analyst ™ (CSMA™);*
- *Certified System Integrator*
- *IT Certification in Project Management or Business Solutions Deployment*
- Experience in the most current technologies and products used in the banking industry;
- Experience in delivering major business or technology programs;
- Prior experience engaging with Technology vendors
- Fluent in Kinyarwanda and English (Knowledge of French is an added advantage);
- Ready to start a new job.

7. JOB APPLICATION PROCEDURES

Interested candidates are invited to submit the following documents electronically:

A motivation letter, a detailed CV, a copy of the required academic degree and any other relevant supporting documents and maximum of 3 persons for three professional references.
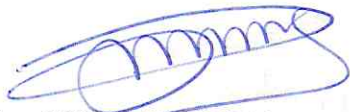
Applications should be addressed to the Director General and sent via email to apply@mugangasacco.rw no later than 11./07./2025 at 5:00 PM.

Please note that the Muganga SACCO Head Office is located on the 1st floor of Silverback Mall.

Questions/clarifications may be requested by email to the following email address: info@mugangasacco.rw

Kindly note that **only shortlisted candidates** will be contacted for Interview.

Done at Kigali, on 20./06/ 2025

Claudine UWAMBAYINGABIRE
Director General