

NCBA Bank

Job Title:	Core Banking (T24) Developer	Reports to:	Senior Manager, Core Banking Systems Development
Department/ Sub- department:	System Development	Division:	IT
Grade:	Band 5	Date:	16/03/2022
Job holder:		Supervisor:	
Signature:		Signature:	

Job Purpose Statement
<p>To develop new processes and modify existing T24 functions to meet business requirements.</p> <p>To develop applications that interface with the Core Banking system to extend its capability.</p> <p>To closely work with testing teams to ensure solutions developed are defect free and meet business requirements.</p> <p>To Guide team members assigned to ensure solutions created meet the required standards for architecture, coding standards, IT security requirements.</p>

Key Result Areas		
Perspectives	% Weighting <i>(To add up to 100%)</i>	Output
Core Banking Development	60%	<p>Responsible for core banking and Peripheral systems software development in all stages from technical design to delivery.</p> <p>Meticulously perform coding, code review and unit testing for the core banking system.</p> <p>Design and implement new functionality and enhancements based on CRs and BRDs.</p>
Support and Problem Management	10%	<p>Provide 3rd level support for escalated issues from the IT Operations and Support teams</p> <p>Support, maintain and audit existing service lifecycle artefacts to agreed SLAs</p>
Process and Policies	10%	<p>Adherence to internal policies and procedures for development and management of the core banking system and other best practice standards</p>

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Governance	10%	Enforce internal policies and procedures for the management of software applications along ITIL and other best practice standards
Stakeholder Management	10%	Advice internal customers on technology improvements to ensure realization and maximization of business objectives

Job Dimensions

Reporting Relationships: jobs that report to this position directly and indirectly	
Direct Reports	N/A
Indirect Reports	Junior Developers vendors

Stakeholder Management: key stakeholders that the position holder will need to liaise/work with to be successful in this role.	
Internal <ul style="list-style-type: none"> • Testing Teams • EPM Resources 	External <ul style="list-style-type: none"> • Vendors contracted by the bank.

Decision Making Authority /Mandates/Constraints: the decisions the position holder is empowered to make <i>(Indicate if it is Operational, Managerial or Strategic)</i>
<ul style="list-style-type: none"> • Operational - Solution Design dependent on CRs/BRDs assigned • Strategic - Solution structuring to ensure ease of implementing future enhancements

Work cycle and impact: time horizon and nature of impact (Planning) <i>(e.g. Less than 1 week, 2 weeks, 2 weeks – 1 month, 1 month – 3 months, 3-6 months, 6-12 months, above 1 year)</i>
<ul style="list-style-type: none"> • 1 month • 2 month – 3 months

Ideal Person Specifications
<p>Academic qualifications:</p> <ul style="list-style-type: none"> • Bachelor's Degree in Information Technology, Computer Science or related course. <p>Professional training:</p> <p>ITIL Foundation</p> <p>Certificate in Programming in any 2 languages.</p> <p>Desired work experience:</p>

Ideal Person Specifications

- At least 3 years practical proven experience in core banking development, support and troubleshooting of T24, web technology and programming in Info-basic.
- Proven experience in systems analysis, design, implementation and support.
- Experience in T24 template programming, T24 customization (VERSION, ENQUIRY, online services), COB , Design Studio
- Deep understanding of the following T24 modules: System Core tables, Funds Transfer, Teller, Arrangement Architecture, Forex , Integration Frameworks, Business Events
- Understanding of modern software development concepts like Continuous Integration and Continuous Delivery

Technical Competencies

- Excellent knowledge of at least two programming languages.
- Technically competent with broad knowledge of systems management, development and implementation methods with specialist knowledge of applications, Electronic Banking/Channels and peripheral systems
- Competency in use of jbase/java to develop or to interface with T24 applications
- Can translate the business needs and Requirement Specifications into Design Specifications
- Can develop program/code from Design Specifications to good quality Software and in conformance to system development standards.
- Can work closely with IT Security to ensure that applications are well secured.
- Must specify and ensure application controls are incorporated during design of the software in order to check on risk exposure.
- Competency in documenting system developments in accordance to the application development policy.
- Can create test plans, test cases, test scripts and perform technical unit testing
- Can work with existing systems to track and manage Change requests and user issues
- Can perform root cause analysis for recurring incidents, design and execute test plans.

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Behavioural Competencies	
	<ul style="list-style-type: none">• Must have technical know-how, be able to work with other team members or colleagues and exude honesty at all levels.• Must be able to make good decisions, be upright and uphold good work ethic• Must be able to handle different kinds of problems and provide effective solutions and within SLAs• Must have good communication skills• Must have good communications skills• Strong problem solving skills• Complete projects within set timelines• Innovative and creative with ability to develop, deliver and evaluate brilliant ideas with strategic thinking

This JD is signed-off with reference having been made to the organisation's core values and aligned competencies against these values.