

NCBA Bank

Job Title:	Senior Manager, Java Development	Reports to:	HEAD, SYSTEM DEVELOPMENT
Unit:	INFORMATION TECHNOLOGY	Department:	TECHNOLOGY AND OPERATIONS
Grade:	Bank 6	Date:	14 Mar 2023
Job holder:		Supervisor:	
Signature:		Signature:	

Job Purpose Statement
<p>The Senior Manager, Java Development role is to plan, organize, and manage staff and overall operations that facilitate the stable operation of the bank's APIs. This includes managing a Java development team in developing, maintaining, supporting, and optimizing the APIs and any integrations to third-party systems. The role delivers business strategy by making information flow through various Bank Systems.</p> <p>In collaboration with external vendors, system experts and information security experts the Senior Manager, Java Development will schedule and direct activities to implement business changes in the APIs and resolve service problems in a timely and accurate fashion.</p> <p>The role requires prototyping skills, excellent interpersonal skills, the ability to guide and lead an agile team, to manage competing priorities, design solutions as part of a larger roadmap and to be hands on in supporting implemented technologies as well as new technologies.</p>

Key Accountabilities (Duties and Responsibilities)		
Perspective	% Weighting <i>(to add up to 100%)</i>	Output
API Development	60%	Manage and set priorities for design, maintenance, development and evaluation of APIs. Manage Service Agreements with vendors, Budgets and Supplier Contracts
Service Management	20%	Provide leadership and management oversight for the API development to ensure projects, problems, service requests and escalations are dealt with according to defined set of policies, processes, procedures and SLA's
IT Application security and Governance	5%	Efficiency and Effectiveness of the API development (systems, people, policy, controls and procedures) with regard to protection against exposure to and impact of risks associated with data loss, corruption and/or unauthorized access
Business continuity management	5%	Provide and execute detailed Disaster recovery plans and procedures for API banking and other critical business applications
People leadership	10%	Provides effective leadership to the Java development unit, ensuring competency development, succession planning and conducting performance appraisals

Job Dimensions

Reporting Relationships: jobs that report to this position directly and indirectly	
Direct Reports	I. Java Developers II. Vendors
Indirect Reports	

Stakeholder Management: key stakeholders that the position holder will need to liaise/work with to be successful in this role.	
Internal Business Units Heads, i.e. Retail, Treasury, Corporate etc	External Regulators –CBK, BNR, BOU, BOT, KRA, URA, TRA. Customers. System Vendors

Decision Making Authority /Mandates/Constraints: the decisions the position holder is empowered to make (Indicate if it is Operational, Managerial or Strategic). Please also highlight any budgetary control responsibility if applicable for the role.
<ul style="list-style-type: none"> Freedom to make decisions to resolve problems without consulting Head, Systems Development, but advice later thus ensuring business operations continuity. Task prioritization and resource planning within the projects and tasks for team and self.

Work cycle and impact: time horizon and nature of impact (Planning) (e.g. Less than 1 week, 2 weeks, 2 weeks – 1 month, 1month – 3 months, 3-6 months, 6-12 months, above 1 year)
3 Months – 6 Months

Ideal Job Specifications
<ul style="list-style-type: none"> University degree in computer science. Master's degree would be an added advantage. ITIL Intermediate and other relevant professional qualifications in ICT field. Project Management Certification: PMI or Prince 2 Experience working with RDMS – Oracle, MySQL and Microsoft SQL Six years' experience in API Design and Development in medium to large organizations. Three years in a supervisory role. Working experience in a bank or other financial services organization. Experience in Management of Support Contracts, RFP's and Third party support providers. Experience working with T24 core banking system will be an added advantage

Template 1

NCBA Bank Core Value Behaviours (Performance Drivers)	
Driven.	Describes people who are decisive, bold, and passionate, aiming to deliver to the highest standards of expectations with ease. We seek new challenges and appreciate different views constantly raising the bar and exploring full potential.
Open.	Describes people who are inclusive, listening to each other and our customers. We always respect each other and hold candid interactions with honesty and transparency.
Responsive.	Describes people who are proactive, act quickly and resolutely to deliver results. We put our customer's interests at the heart of all that we do. We keep it simple and seek new ways to innovate
Trusted.	Describes people who value teamwork, have high standards of integrity. We keep our word and are accountable and believe in each other. Seek to be trusted partner, always doing what is morally right

Technical Competencies	
	<ul style="list-style-type: none"> • Knowledge and experience in modern practices for IT Applications architecture and operations in medium to large banks to provide guidance on quality improvements and problem management • Technical skills to effectively perform or guide performance of Application architectural design ensuring that all solutions developed and deployed are in line with the Enterprise Architecture standards • Knowledge and effective application of all relevant banking policies, processes, procedures and guidelines to consistently achieve required compliance standards or benchmarks. • Ensure that all the managed application platforms in use by the Bank keep pace with technological innovations and developments as a way of protecting investment in technology. • Define, analyze, plan, measure and improve all aspects of the availability of Application services; ensuring that all Applications systems, processes, tools and roles are meeting the agreed availability targets.

Template 1

Behavioural Competencies	
	<ul style="list-style-type: none">• Interpersonal skills to effectively communicate with and manage customer expectations (internal and external), and other stakeholders who impact performance.• Manage relationships with all technology based service providers as a way of ensuring that uptimes are optimized.• Self-empowerment to enable development of open communication, teamwork and trust that are needed to support performance and customer-service oriented culture.• Analysis of plans and designs of Application projects in accordance with Bank's requirements thus Providing necessary inputs to the Change Approval Board to aide in decision making on change approvals and deployments• Monitor and manage service user complaints to ensure maintenance of the highest standards of service.