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Westlands - Nairobi



## JOB DESCRIPTION

**POST TITLE: SOFTWARE DEVELOPER**

**DEPARTMENT: ICT**

**REPORTING TO: HEAD OF ICT**

### **JOB PURPOSE:**

We are seeking a skilled Software Developer with expertise in Robotic Process Automation (RPA) to join our dynamic team. In this role, you will design, develop, and implement cutting-edge automation solutions that enhance business efficiency and drive innovation. You will collaborate with cross-functional teams to identify automation opportunities, streamline processes, and deliver impactful solutions that align with organizational goals..

### **PRINCIPAL ACCOUNTABILITIES:**

- **RPA Development:** Design, develop, and maintain RPA bots using tools like UiPath, Automation Anywhere, or Blue Prism to automate repetitive and time-consuming tasks.
- **Process Analysis:** Collaborate with business analysts and stakeholders to understand processes, identify automation opportunities, and recommend innovative solutions.
- **Software Development:** Write, test, and maintain high-quality code for automation solutions and integration with existing systems.
- **Team Collaboration:** Work closely with cross-functional teams, including developers, testers and project managers, to deliver seamless automation solutions.
- **Innovation and Improvement:** Continuously explore emerging technologies and techniques to enhance automation efficiency and scalability.
- **Documentation:** Prepare technical documentation, including process design documents, workflows, and user guides for automation solutions.
- **Troubleshooting and Support:** Monitor and maintain deployed RPA bots, troubleshoot issues, and implement enhancements as needed

## **RELATIONSHIPS:**

- Reporting to: Head of ICT
- Other Contacts:
  - i. **Within the Company:**
    - All Other Departments
  - ii. **Outside the Company:**
    - a. *Customers*
    - b. *Regulators*
    - c. *Vendors and Service Providers*
    - d. *Auditor*

## **KNOWLEDGE AND EXPERIENCE (Qualifications)**

1. Bachelor's degree in Computer Science, Information Technology, or a related field.
2. Proven experience in software development and RPA tools (e.g., UiPath, Automation Anywhere, Blue Prism).
3. Proficiency in programming languages and frameworks including Kotlin (Spring Boot), Java (Spring Boot), Python (Fast API or Flask), and JavaScript (Vue.js or Typescript) for crafting dynamic and responsive UI/UX.
4. Strong understanding of process mapping and business process automation principles.
5. Comprehensive knowledge in relational databases including expertise in SQL, database design, optimization, and management.
6. Experience with APIs and system integrations.
7. Excellent problem-solving and analytical skills.
8. Strong communication and teamwork abilities to collaborate effectively in a dynamic environment.
9. A passion for innovation and a proactive approach to learning new technologies.

## **SKILLS AND COMPETENCIES.**

### **1. Preferred Skills:**

- Experience with AI/ML integration into RPA workflows.
- Knowledge of cloud platforms (AWS) and deploying, managing, and scaling RPA solutions within cloud environments.
- Familiarity with Agile/Scrum methodologies.

### **2. Competencies:**

- People Driven Management
- Persuasion and negotiation Skills
- Leadership
- Results oriented
- Business Enterprise Knowledge

Application closing date to be 31st January 2025. All applications should be done on [www.pacisinsurance.com/careers](http://www.pacisinsurance.com/careers) , attaching an updated CV and cover letter. Only shortlisted candidates will be contacted.