



Job Title	Programmer
Department	Information Systems
Reports To	Head of Department
Location	Information Systems
Objective	The Programmer will work closely with the Senior Statistician and Head of Department in the design, development, implementation, testing and maintenance of computer software to ensure requirements are correctly specified and implemented.
Job Responsibilities	<ul style="list-style-type: none"> • Write and test code for new programs. • Develop program for dataset integration from various sources. • Update existing programs. • Identifying and correcting coding errors. • Rewrite programs for different environments. • Secure programs against cybersecurity threats. • Prepare programming related documentation and maintain all records for every assigned project. • Liaise with staff in the department to assist in resolving problems with software applications and other systems. • Provide mentorship, support and guidance to the staff in the department • Identify and recommend adequate coding platforms, software and tools for all assigned projects. • Provide user training for programs developed. • Transfer of coding competencies to support staff for debugging. • Performs other related duties that may be assigned from time to time.
Job Specifications	<p>Qualification and Experience: A Bachelor's Degree with specialization in Computer Science, Information Systems, Information Technology or any other related qualification with a minimum of three (3) years relevant experience in the development, implementation and maintenance of complex business systems.</p> <p>Key Attributes:</p> <p>Working conditions:</p> <ul style="list-style-type: none"> • The responsibility for the position of Programmer often times requires work has to be done outside the official hours especially to complete deadlines for assigned projects <p>Decision making, problem-solving and impact on results:</p> <ul style="list-style-type: none"> • Advices on the most efficient allocation of resources to achieve the objectives of the department; • Often required to make on the spot decisions in order to ensure the smooth conduct of the operations of the department; • Recommends the discipline/rewarding of staff so that maximum performance can be achieved through motivation;

	<ul style="list-style-type: none">• The incumbent’s performance is essential to the efficient conduct of the unit’s operations as ineffective management on his/her part leads to either poor quality or untimely output, and all the adverse effects they would have on development planning. <p>Deliver Results:</p> <ul style="list-style-type: none">• Takes calculated risks to enhance results, effectively balancing risk and opportunity;• Takes ownership of the outcome of decisions, accepts responsibility and learns when things don’t go according to plan. <p>Engage Others:</p> <ul style="list-style-type: none">• Establishes and builds co-operation and trust with customers and colleagues, maintaining a wide network of contacts and collaborating both internally and externally. <p>Communication:</p> <ul style="list-style-type: none">• Communicates clearly and concisely with senior and junior management in the department and other departments of the Bureau, including the Bureau’s management, adapting style to influence and engage others;• Participates in meetings with visiting members of external agencies, on the technical aspects of the work of the department. <p>Lead and Inspire:</p> <ul style="list-style-type: none">• Builds an environment that encourages others to take responsibility for their actions and the team to take joint responsibility. <p>Personal Impact:</p> <ul style="list-style-type: none">• Acts as a role model, demonstrating commitment to the IS department’s values and leading by example;• Shows courage, does not shy away from conflict;• Deals with issues head on, addressing problems or issues directly and candidly when the first signs are identified.
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