C++ SOFTWARE DEVELOPER

Considering the pace at which the retail industry evolves, any company offering software or services needs to keep up. That includes DotActiv, which is why we are expanding our C++ software developer team. Based out of Somerset West, Cape Town, and with a Cost to Company of between **R20 000 and R30 000,** we're looking for someone with a commitment to collaborative problem-solving, and the ability to build and maintain efficient and reliable C++ code. This position also allows you to work remotely, provided you have the necessary skills and experience

WHO IS **DOTACTIV?**

In order to explain who DotActiv is, it's first important to explore the topic of category management. That's because category management is a core part of our business and has been for the past 25 years.

The idea behind category management is straightforward: it's the process used to manage product categories to deliver value to shoppers in a bid to increase both the sales and profit for a retailer. In short, it is the science behind how retailers decide on which products to stock as well as how to organise these products in-store so as to please their customers.

Our history dates back to 1991 when we launched as a Category Management consultancy. In 1997, we became the first company to establish a formalised and collaborative management process between a retailer and supplier when we signed Pick n Pay as a client.

That wasn't our only first. In 2001, when we relaunched under the name of DotActiv, we became the first company to create a data-driven category management system.

The fact that we have since expanded and evolved that system means today, we have more than 2000 retail professionals using our planogram software in over 110 countries.

WHAT CAN YOU EXPECT FROM DOTACTIV?

Too often, we've come across job offers that focus first on what they expect from their applicants without thinking about the person who intends to apply. That's not what you'll find with DotActiv. As our vision clearly state, we aim to exceed the expectations of our staff.

Here's What You Can Expect From Dotactiv When Joining The Team As A C++ Software Developer:

- You'll receive a Cost to Company of between R20k and R30k, depending on your qualifications and experience;
- You'll have a say over product decisions. Read this piece to understand why we believe you deserve a say at DotActiv;
- You'll have a chance to upskill yourself in any field that adds value to your current position;
- You'll get a research day once a month where you can work on anything that interests you and present your findings to the team;
- We offer you a transparent job grading system; and
- We offer you a developmental path specific to your circumstances, allowing you to track your progress

If you're interested in finding out more about DotActiv's culture, this piece is worth a read.

BREAKING DOWN **OUR TECHNOLOGY STACK**

C++ software developers at DotActiv utilise a technology stack that includes the MFC Framework to deliver a standalone application solution which interacts with a Microsoft SQL or PostgreSQL database. We also utilise git and bitbucket to handle our source code

WHAT CAN YOU EXPECT **FROM THIS JOB?**

Now that you know what you can expect from us, it's time to unpack what you can expect from this job

As a C++ Software Developer working at dotactiv, your responsibilities will include:

- Translating application storyboards and use cases into functional applications;
- Designing, building, and maintaining efficient, reusable, and reliable C++ code;
- Ensuring the best possible performance, quality, and responsiveness of applications;
- Identifying bottlenecks and bugs, and devising solutions to these problems; and
- Maintaining code quality, organisation, and automatisation.

WHAT WE **EXPECT FROM YOU?**

As you may have already read, we're on the lookout for C++ software developers responsible for building C++ applications. That may includes anything from back-end services to their client-end counterparts.

To be able to achieve this, you'll need specific skills. We have broken the required skills into three parts: Education Skills, Knowledge and Computer Skills; and Soft Skills

EDUCATION **SKILLS**

- A minimum of 2-3 years relevant business experience and expertise in an IT development environment
- Grade 12 as per the national senior certificate requirements (Umalusi endorsed and must include higher grade Mathematics with a minimum of 70%);
- A relevant IT certification by a recognised and acknowledged issuing authority. For example, A+, N+, MCSE, MCP, MCT, VCP, VCSP and more; and
- A good understanding of English (You must be able to speak, read and write at a business proficiency level).
- Other advantageous education skills (but that are not a requirement):

    - A relevant B-Degree (M+3) at a recognised and SAQA accredited university; an

    - Be able to understand another language, specifically Spanish, Portuguese, German or French.

KNOWLEDGE AND **COMPUTER SKILLS**

- Proficient in C++, with a good knowledge of its ecosystems;
- Strong understanding of object-oriented programming;
- Skill for writing reusable C++ libraries;
- Familiar with various design and architectural patterns;
- Understanding fundamental design principles behind a scalable application;
- Familiarity with Microsoft SQL Server (PostgreSQL would be advantageous);
- Creating database schemas that represent and support business processes;
- Implementing automated testing platforms and unit tests;
- Bonus skills include the following:

    - Familiarity with the .NET framework;

    - Familiarity with Angular;

    - Familiarity with Json;

    - Familiarity with Java;

SOFT **SKILLS**

- You must be naturally calm and focused;
- You must be versatile enough to participate in other types of activities if required;
- You must be a team player (especially within a matrix project environment);