Senior 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 **R30 000 and R40 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.

MORE ABOUT DOTACTIV'S PRODUCTS

As a C# software developer, you'll have the opportunity to work on many different products and applications.

One such application is Activ8. Initially developed as DotActiv's employee management and engagement app, it also empowers other organisations to self-manage their workforce at virtual sites while simultaneously improving staff time management.

A large part of Activ8 is store communications, which bridges the communication gap between a retailer's head office and their stores. Integrated with our flagship software edition - DotActiv Enterprise, the primary purpose of store communications is to provide an easy and straightforward way for retailers to implement their planograms in-store correctly.

Another important part of the Activ8 application is the field marketing portion. Designed specifically for retail, Mobichain helps retailers, suppliers and merchandising firms to get the most from their retail mobile workforce by enabling them to communicate with their marketers in the field via our iOS and Android applications.

We also have a DotActiv Import Utility, which feeds into our DotActiv desktop application. As suggested, the former imports space planning data into your planograms, while the latter imports data from your SQL staging tables.

BREAKING DOWN OUR TECHNOLOGY STACK

C# software developers at DotActiv utilise a technology stack that includes the ASP. NET Core Web API framework in combination with the AngularJS framework to deliver a single page application solution based on a Microsoft SQL database.

We also utilise Xamarin to develop our mobile solutions as this allows us the ability to share a single codebase with our .NET Core framework web-based applications.

WHAT YOU CAN 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 visions clearly state, we aim to exceed the expectations of our staff.

HERE'S WHAT YOU CAN EXPECT FROM DOTACTIV AS A C# SOFTWARE DEVELOPER:

- You'll receive a Cost to Company of between **R30k and R40k,** 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.

WHAT YOU CAN EXPECT FROM THIS JOB

Now that you know that 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 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 Senior C# software developers responsible for building C# applications and managing the C# development team. That 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 4 -5 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; and
    - 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;
- Familiarity with the .NET Core framework;
- Familiarity with Json;
- Familiarity with Angular;
- Familiarity with Xamarin would be advantageous;
- Strong understanding of object-oriented programming;
- Skill for writing reusable C# libraries;
- Familiar with various design and architectural patterns;
- Knowledge of concurrency patterns in C#;
- Familiarity with Microsoft SQL Server (PostgreSQL would be advantageous);
- A knack for writing clean, readable C# code;
- Understanding fundamental design principles behind a scalable application;
- Creating database schemas that represent and support business processes;
- Implementing automated testing platforms and unit tests;
- Proficient understanding of code versioning tools (such as Git);
- Familiarity with continuous integration;
- Familiarity with IIS management;
- Proficient in basic web server management;
- Leadership history/experience would be advantageous i.e. project lead, team lead, manager etc.

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);