



བགྲིས་བརྗེ་དོན་བརྒྱུད་འབྲེལ་སྒྲེར་སྡེ་ཚང་འཛིན།།

## Tashi InfoComm Private Limited

### JOB DESCRIPTION

<b>Job Title</b>	Software Developer	<b>Report to</b>	Manager, Software and Application Section
<b>Department / Unit</b>	Management Information System Department	<b>Supervises</b>	None
<b>Purpose of the Department / Unit:</b> The Software & Application Section is responsible for the creation, enhancement, and maintenance of software applications that drive our business and serve our clients. It comprises a team of highly skilled and innovative software developers, engineers, and programmers, which plays a crucial role in translating ideas into functional and user-friendly software solutions. It is also responsible for operation and maintenance of ERP including solution implementation, handling customer care and monitoring equipments.			
<b>Brief duties and responsibilities:</b> <ul style="list-style-type: none"><li>• Write, test, and maintain code to create software applications or components</li><li>• Develop efficient algorithms for data processing and manipulation</li><li>• Design the overall structure of software, including components, modules, and interfaces</li><li>• Identify and fix software defects, errors, and issues</li><li>• Collaborate with team members to review and improve code quality. Optimize software performance by analyzing and enhancing code efficiency. Design, create, and manage databases and database queries</li><li>• Integrate software components and third-party services as needed</li><li>• Develop and execute test cases, conduct unit testing, and ensure software reliability.</li><li>• Create and maintain technical documentation, including code comments and user guides.</li><li>• Use version control systems like Git to manage changes in code</li><li>• Implement security best practices to protect software against vulnerabilities and threats</li><li>• Provide time and effort estimation for software development task. Contribute to project planning, scheduling, and resource allocation</li><li>• Keep project managers and team members informed about progress and challenges</li><li>• Identify potential risks and issues and propose mitigation strategies</li><li>• Ensure adherence to coding standards and quality guidelines</li><li>• Communicate with clients or stakeholders regarding technical aspects of the project</li><li>• Be contactable, available and responsive at all times on your official number, official email account and official group in Telegram, to attend to the needs of the company, employees, customers and external agencies</li><li>• Execute, implement and achieve all the goals and targets as per the Annual Performance Goals with precision and within deadlines</li><li>• Take up roles and responsibilities of other officials in their absence in the department</li><li>• Perform any other tasks and duties as and when assigned by the Immediate Supervisor / Head of Section / Head of Department / Managing Director / Management</li></ul>			
<b>Working conditions:</b> Standard working environment			
<b>Essential Qualification / Education:</b> Essential Qualification / Education: BSc. Computer Science/IT, BCA (3 or 4 Years)			



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<b>Desired Qualification / Education:</b> NA
<b>Essential Experience:</b> NA
<b>Desired Experience:</b> NA
<b>Essential Training:</b> NA
<b>Desired Training:</b> NA
<b>Job related skills and abilities:</b> <ul style="list-style-type: none"><li>• Programming Languages: Proficiency in one or more programming languages such as Java, Python, JavaScript, Ruby, or PHP</li><li>• Development Frameworks: Knowledge of popular development frameworks like Laravel, Django, React, or Spring</li><li>• Database Management: Familiarity with database systems like MySQL, PostgreSQL, MongoDB, or Oracle</li><li>• Web Development: Expertise in web development technologies including HTML, CSS, and JavaScript libraries (e.g., React, Vue.js)</li><li>• Version Control: Experience with version control systems like Git for code collaboration and management</li><li>• API Integration: Ability to integrate with third-party APIs and web services</li><li>• Backend Development: Proficiency in server-side development, including RESTful APIs and server frameworks (e.g., Node.js, Flask)</li><li>• Testing and QA: Experience with testing frameworks and practices, including unit testing and test-driven development (TDD)</li><li>• Security: Knowledge of software security principles, best practices, and vulnerabilities</li></ul>
<b>Personal attributes:</b> <ul style="list-style-type: none"><li>• Problem-Solving: The ability to analyze complex issues and devise effective solutions</li><li>• Communication: Strong communication skills to collaborate with team members, stakeholders, and clients</li><li>• Teamwork: The capacity to work well within a team, share knowledge, and support colleagues</li><li>• Time Management: Efficiently manage time and tasks to meet project deadlines</li><li>• Adaptability: Be open to learning new technologies and adapting to changing project requirements</li><li>• Attention to Detail: Thoroughly review code and project requirements to ensure accuracy.</li><li>• Creativity: Apply creative thinking to find innovative solutions to challenges</li></ul>

<b>Location</b>	Thimphu	
<b>Employment Nature</b>	Regular	
<b>Grade</b>	P Step 13/ P step 12	
<b>Date of joining</b>	Will be informed via telephonic call	
<b>Remuneration for 3 years Bachelor's Degree (P Step 13)</b>	<b>First year of service excluding probation period:</b> Pay Scale: Nu. 28,190 - 705 -	<b>From second year of service:</b> Basic salary: Nu. 28,895.00



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	<p>35,328            Basic salary: Nu. 28,190.00            Medical Allowance: Nu. 2,349.00            Provident Fund: Nu. 2,819.00            Corporate Allowance: Nu. 11,981.00            Communication Allowance: Nu. 750.00</p> <p><b>Gross Salary: Nu. 46,089.00</b></p>	<p>Medical Allowance: Nu. 2,408.00            Provident Fund: Nu. 2,890.00            Corporate Allowance: Nu. 23,962.00            Communication Allowance: Nu. 750.00</p> <p><b>Gross Salary: Nu. 58,905.00</b></p>
<p><b>Remuneration for 4 years Bachelor's Degree(P Step 12)</b></p>	<p><b>First year of service excluding probation period:</b>            Pay Scale: Nu. 31, 573 - 789 - 39,466            Basic salary: Nu. 31,573.00            Medical Allowance: Nu. 2,631.00            Provident Fund: Nu. 3,571.00            Corporate Allowance: Nu. 13,418.00            Communication Allowance: Nu. 750.00</p> <p><b>Gross Salary: Nu. 51,529.00</b></p>	<p><b>From second year of service:</b>            Basic salary: Nu. 32,362.00            Medical Allowance: Nu. 2,696.00            Provident Fund: Nu. 3,236.00            Corporate Allowance: Nu. 26,837.00            Communication Allowance: Nu. 750.00</p> <p><b>Gross Salary: Nu. 65,881.00</b></p>
	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• <b>Salary packages from 3<sup>rd</sup> year onward shall change based on Service Rules and Regulations of TIPL 2008</b></li> </ul>	
<p><b>Other allowances and benefits</b></p>	<p>Other allowances and benefits like leave, Leave Travel Concession, leave encashment, mobile data, bonus, etc. shall be applicable as per the Service Rules and Regulations of TIPL 2008</p>	