JOB DESCRIPTION

Job Title: Lead Developer (Back-End)

Duty Station: Kampala, Uganda

Department: Product

Reports To: Delivery Manager

Employment Type: Full-Time

ROLE PURPOSE

The Lead Developer is responsible for providing technical leadership and hands-on backend development for data-intensive systems, with a strong bias toward Ruby on Rails and modern backend technologies. The role combines software engineering excellence, team leadership, and delivery oversight within an Agile Scrum environment.

KEY DUTIES AND RESPONSIBILITIES

- Provide technical leadership in backend system design and implementation.
- Design, develop, and maintain RESTful APIs.
- Maintain and scale data-heavy systems using PostgreSQL.
- Implement background jobs using Sidekiq and Redis.
- Integrate Apache Kafka for data streaming.
- Lead and mentor junior and mid-level developers.
- Design and maintain CI/CD pipelines using Git.
- Participate in Agile Scrum ceremonies.
- Collaborate on wireframes and system flows.

QUALIFICATIONS & EXPERIENCE

- At least 5 projects under your portfolio (A degree is an added advantage, but might not be considered if enough projects are presented under one's portfolio)
- Minimum 5 years of professional software development experience.
- At least one completed production project using Ruby on Rails.
- Experience leading development teams.
- Experience working in teams of 6+ members.
- Active GitHub with collaboration on various open-source projects (not a main requirement, but a plus)

TECHNICAL SKILLS

- Ruby on Rails
- Java Script
- Node js
- RESTful APIs
- PostgreSQL

- Sidekiq & Redis
- Apache Kafka
- Git & CI/CD
- Agile Scrum
- Wireframing

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