

<b>Position Title:</b>	Senior Oracle Developer
<b>Position reports to:</b>	Line Manager
<b>Direct Reports:</b>	N/A
<b>Office Location:</b>	Adapt IT Johannesburg Campus

## PURPOSE OF THE POSITION

The purpose of this role is that of high-level design and support of predominantly Oracle Application suites from functional specification to end product, in accordance with defined business needs. The role requires prioritisation, scheduling and successful delivery of improvements, bug fixes and support of the product suite, in consultation with Product Owners and Practice Leads, and using defined SDLC standards.

## PRIMARY RESPONSIBILITIES FOR THE ROLE

- Knowledge of Oracle ADF and Java technologies
- Understanding of the business environment (including customers)
- Knowledge and understanding of the application system environment
- Ability to resolve application problems quickly and cost-effectively
- Ability to work under pressure
- Attention to Detail
- High Customer Focus
- Complex Problem-Solving skills
- Results-driven and action-oriented
- Excellent Communication Skills (verbal and written)
- Ability to work independently in-office and at customer sites, through taking ownership of issues and requests, creating novel solutions, and independently following to successful completion.
- Ability to engage with all levels of users through high-level interaction, detailed reports, analyses and supporting processes
- Holistic understanding of product suite, and familiarity with relationships and dependencies of system
- Ability to quickly identify likely causes of issues and avenues for further investigation
- Strong trouble-shooting, problem-solving, documentation and QA scenario validation skills
- Skill level in use of required technologies, preferably all Oracle PL/SQL exams passed (>=90%)
- Ability to engage with persons from multiple teams to solve problems
- Good listening /documentation skills and positive feedback from team leads
- Takes ownership of assigned tasks, maintains good rapport with other teams, provides strong contribution & feedback to/from team leads
- Supports inter-team collaboration and positive working relationships between teams, innovates wrt integrated solutions and supports other teams in successful delivery
- Contributes towards improving development/support processes - Strong focus on evaluating and analysing flaws/ discrepancies in system, and ability to estimate, plan and implement efficient, high-quality solutions.
- Ability to mentor and assist others, and to lead internal training sessions – Mentor junior resources on specialised knowledge, lead site visits and build rapport with users, sharing of novel solutions reached, compilation of knowledge articles and presentations to users (internal/external).

## MINIMUM QUALIFICATION AND EXPERIENCE REQUIREMENTS

### Technical analysis & design

- Analyse and design new/ existing system changes and evaluate business impact of change, enhancements and new designs;
- Translate the logical designs into physical designs and detailed programs designs, taking into account the agreed standards, the target environments infrastructure and architecture, performance requirements and external integrations;
- Liaise with the system development team on the development of system enhancements;
- Provide mentorship and guidance to internal staff on technical and system process scenarios
- Strong client liaison to ensure all technical requirements/ application concerns are attended to in a professional and service-driven manner
- Plan and implement bug-free changes to production application systems according to SDLC standards
- Research root-causes of Incidents and eliminate repeat disruptions
- Make recommendations for Service Improvement Plans
- Maintain continuous communication with impacted parties (clients), and ensure that the business has visibility and useful decision-making information related to the status of system issues.
- BSc (Computer Science or Information Systems) /B Com (Information Systems)/Diploma in Information Systems
- 6-8 years application development experience
- Wide range technical knowledge across Oracle domain systems.
- Expert technical knowledge (Oracle & Java platforms)
- Maintains high levels of understanding of product knowledge and business domain knowledge
- Excellent leadership/ management skills
- Proven process improvement experience
- Advanced design and analysis skills (includes database design)
- Good presentation and communication skills
- Exposure to, or training in Oracle ADF, web logic server and Java technologies
- Must have proven experience in leading a team of a minimum of three members
- Strong knowledge of Oracle Forms, Reports and PL/SQL programming languages
- Understanding of the business environment (including customers)
- Knowledge and understanding of the application system environment
- Strong Attention to Detail
- Skills in Problem-solving, Root Cause Analysis, Business report writing and presentation.

Contact Person: [Quraisha Moola](#)

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