



## TERMS OF REFERENCE

### Assistant Software Developer

Vacancy Reference: GSW/JD/ASD/20260615/01 · Date Issued: 15<sup>th</sup> June 2026

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<b>Position Title</b>	Assistant Software Developer (x2)
<b>Department</b>	Information Technology Department
<b>Reports To</b>	Chief Technology Officer (CTO)
<b>Day-to-Day Supervision</b>	Designated Technical Team Lead
<b>Location</b>	Gamswitch Head Office
<b>Employment Type</b>	Full-Time, Permanent
<b>Salary Band</b>	Commensurate with experience – per approved compensation framework
<b>Application Deadline</b>	30 <sup>th</sup> June 2026

## **1. Purpose**

This Terms of Reference defines the role, responsibilities, scope of work, and reporting structure for the Assistant Software Developer position within Gamswitch's Technology Department.

## **2. Background**

Gamswitch serves as the national payment switch for The Gambia, mandated to provide a secure, interoperable, and resilient digital payment infrastructure that underpins the country's financial ecosystem. Our platform connects banks, mobile money operators, fintechs, and merchants, processing thousands of transactions daily across multiple payment channels.

As Gamswitch continues to scale its product offering and technical capabilities, the Information Technology Department is growing its software engineering function. We are recruiting two (2) Assistant Software Developers who will work directly within our engineering team — building features, shipping fixes, integrating partners, and helping ensure our platforms remain reliable, secure, and fit for purpose.

## **3. Objectives of the Role**

The Assistant Software Developer will join a collaborative engineering team responsible for designing, building, and maintaining the software systems that power Gamswitch's payment infrastructure. Day-to-day responsibilities include writing production code, integrating APIs, participating in code reviews, troubleshooting issues in live environments, and collaborating closely with colleagues across operations, compliance, and product. This is a hands-on engineering role, and the successful candidate is expected to contribute working code from the start.

## **4. Scope of Work & Key Responsibilities**

The Assistant Software Developer will be responsible for the following:

### **4.1 Software Design & Development**

- Participate in the full software development life cycle (SDLC) from requirements gathering and technical design through to deployment and post-release support.
- Write clean, well-tested, and maintainable code in line with team standards and Gamswitch's coding guidelines.
- Develop and maintain Core Switch applications and RESTful APIs that connect payment channels, third-party aggregators, and internal enterprise systems.
- Build, enhance, and ship features across web-based management platforms and internal tooling as assigned.
- Participate actively in code reviews — giving and receiving constructive technical feedback.

### **4.2 Testing & Quality**

- Write and maintain unit, integration, and end-to-end tests for code you own.
- Support User Acceptance Testing (UAT) and release sign-off activities.
- Reproduce, diagnose, and resolve software defects in a timely manner, escalating blockers appropriately.
- Ensure all deliverables meet functional, security, and performance acceptance criteria before release.

### 4.3 System Maintenance & Reliability

- Monitor application health using available tooling; investigate and resolve incidents and performance degradation.
- Support scheduled maintenance windows, patch deployments, and emergency hotfixes.
- Assist with database queries, schema changes, indexing, backup verification, and data integrity checks.
- Maintain and improve runbooks, technical documentation, and internal knowledge bases.

### 4.4 DevOps & Tooling

- Work within the team’s CI/CD pipelines — write pipeline configurations, debug build failures, and support automated deployments.
- Maintain Git hygiene — meaningful commit messages, feature branches, and pull request discipline.
- Support containerized workloads (Docker/Compose) and cloud-hosted environments where applicable.
- Contribute to infrastructure-as-code and environment configuration tasks as directed.

### 4.5 Collaboration & Communication

- Participate in stand-ups, sprint planning, retrospectives, and technical architecture discussions.
- Provide timely, accurate status updates to the Team Lead and Chief Technology Officer.
- Collaborate with compliance, security, operations, and business teams to ensure solutions meet regulatory and operational requirements.
- Proactively share knowledge — document decisions, write up post-mortems, and mentor peers where you have relevant experience.

## 5. Reporting Structure

The Assistant Software Developer reports directly to the Chief Technology Officer (CTO). Day-to-day task assignments, technical direction, and operational guidance are provided by the designated Technical Team Lead. Formal performance appraisals are conducted in accordance with Gamswitch’s staff performance management framework.

## 6. Qualifications & Skills Required

Requirement	Detail
<b>Education</b>	Bachelor’s degree or higher in Computer Science, Software Engineering, Information Technology, or a related field.  Relevant professional certifications in software development, cloud technologies, cybersecurity, or DevOps are an added advantage.
<b>Experience</b>	Minimum 3 years of hands-on, professional software development experience in a team environment.

	<p>Demonstrated track record of delivering features in production systems — references or a portfolio/GitHub profile are an advantage.</p> <p>Experience working in fintech, banking, payment systems, or high-availability financial platforms is a significant advantage.</p> <p>Familiarity with Agile/Scrum development practices and collaborative tooling (Jira, Linear, GitHub Projects, or equivalent).</p>
<p><b>Technical Skills</b></p>	<p>Programming languages such as C#, Python, Java, JavaScript, PHP, Go, or related technologies.</p> <p>RESTful API design, development, and integration — including authentication patterns (OAuth 2.0, JWT, API keys).</p> <p>Relational databases (PostgreSQL, MySQL) — including query optimization and schema design.</p> <p>NoSQL databases (MongoDB, Redis) — working knowledge is a plus.</p> <p>Git version control — branching strategies, pull request workflows, conflict resolution.</p> <p>Agile and Scrum software development methodologies.</p> <p>Automated testing — unit, integration, and regression test frameworks (Jest, PyTest, JUnit, etc.).</p> <p>CI/CD tooling — GitHub Actions, GitLab CI, Jenkins, or equivalent.</p> <p>Containerization — Docker and Docker Compose; Kubernetes exposure is a plus.</p> <p>Linux/Unix environments — comfortable with the command line, shell scripting, and process debugging.</p> <p>Secure coding — OWASP Top 10 awareness, input validation, secret management, dependency scanning.</p> <p>Basic understanding of cybersecurity concepts, OWASP principles, and data protection practices.</p>
<p><b>Soft Skills</b></p>	<p>Problem-solving and analytical thinking; attention to detail; effective communication and collaboration; ability to work under pressure; high level of integrity and confidentiality; commitment to continuous learning and knowledge sharing.</p>

## 7. Deliverables

- Feature code merged to production, reviewed and tested, per sprint and release schedule.
- API integrations documented and maintained in the shared API registry, monthly and ongoing.
- Test coverage maintained at or above agreed thresholds for all owned services, each sprint.
- Bug reports triaged with root-cause notes; P1/P2 issues resolved within agreed service level agreements.
- Incident post-mortems and remediation action items logged within 48 hours of each incident.
- Weekly engineering update submitted to the Technical Team Lead.
- Technical documentation kept current for all assigned systems and APIs, on an ongoing basis.
- Participation in UAT, release readiness reviews, and sign-off activities for each release cycle.

## 8. Conditions of Engagement

- The role is a full-time permanent position, subject to a probationary period as specified in the contract of employment.
- Remuneration and benefits are governed by Gamswitch's approved compensation framework and are non-negotiable outside that framework.
- The role may require occasional after-hours support, on-call rotations, or scheduled maintenance windows during upgrades or incident response.
- The successful candidate must sign Gamswitch's Non-Disclosure Agreement and adhere to its information security and acceptable use policies from commencement.
- Strict confidentiality of all Gamswitch systems, transaction data, customer information, and proprietary technology is mandatory throughout and after employment.

## 9. Application & Selection Process

Interested and suitably qualified candidates are invited to submit their applications through the Gamswitch website:

[www.gamswitch.com/careers/apply/assistant-software-developer](http://www.gamswitch.com/careers/apply/assistant-software-developer)

Applications submitted through the link above must include the following:

- An updated Curriculum Vitae (CV) of no more than four (4) pages, including a clear summary of the technologies, tools, and platforms used in each role.
- A cover letter of no more than one (1) page outlining a specific technical challenge you have successfully resolved, and the key lessons learned from the experience.
- Copies of relevant academic and professional certificates.
- A link to your GitHub profile, professional portfolio, or code samples (strongly recommended).
- Identification documents (National ID, Birth Certificate, Passport)
- Contact details of two (2) professional referees who can attest to your technical skills, experience, and work performance.

**Submission Deadline:** 30<sup>th</sup> June 2026

Only shortlisted candidates will be contacted. Gamswitch reserves the right to close the recruitment process once a suitable candidate has been identified.

## **10. Equal Opportunity & Confidentiality**

Gamswitch is committed to a fair, transparent, inclusive, and merit-based recruitment process. All applications shall be treated with strict confidentiality and considered without discrimination, in accordance with applicable internal policies, employment principles, and relevant regulatory requirements. Personal information submitted by applicants shall be used solely for recruitment and selection purposes.