

FULL STACK SOFTWARE DEVELOPER

REPORTING TO: GENERAL MANAGER, PESAPAP DIGITAL LTD

Job Purpose The Full Stack Software Developer is responsible for the end-to-end design, development, and maintenance of web applications. This role bridges the gap between visual user interfaces and server-side logic. You will work with modern front-end frameworks, back-end APIs, and database technologies to deliver seamless digital products.

Key Responsibilities:

The Full Stack Developer's responsibilities are divided into four key domains: Front-End, Back-End, Database/DevOps, and Collaboration.

1. Front-End Development

- Develop responsive, accessible, and performant user interfaces using modern frameworks (e.g., React, Angular, Vue.js).
- Translate UI/UX design wireframes into high-quality, reusable code.
- Optimize components for maximum performance across various devices and browsers.
- Manage client-side state using libraries/tools (e.g., Redux, Zustand, Context API).
- Implement front-end security best practices (e.g., XSS prevention, secure token storage).

2. Back-End Development

- Design, build, and maintain scalable RESTful APIs or GraphQL endpoints.
- Implement server-side logic, authentication/authorization (OAuth, JWT), and data validation.
- Write clean, maintainable, and well-documented server-side code (e.g., Node.js, Python/Django, Java/Spring Boot, C#.NET Core).
- Integrate third-party services (payment gateways, messaging queues, external APIs).
- Implement security measures (data encryption, SQL injection prevention, rate limiting).

3. Database & Infrastructure

- Design relational (PostgreSQL, MySQL) and/or non-relational (MongoDB, Redis) database schemas.
- Write optimized SQL queries, stored procedures, and manage database migrations.
- Implement caching strategies (Redis, CDN) to improve application throughput.
- Manage version control via Git (GitFlow, trunk-based development).
- Deploy and maintain applications on cloud platforms (AWS EC2/Lambda, Azure App Services, GCP Run) using CI/CD pipelines (GitHub Actions, Jenkins, GitLab CI).

4. Collaboration & Best Practices

- Participate in agile ceremonies (daily stand-ups, sprint planning, retrospectives).
- Conduct code reviews to maintain quality, security, and style standards.
- Write unit, integration, and end-to-end tests (Jest, PyTest, Selenium, Cypress).
- Debug production issues across the entire stack (full-stack troubleshooting).
- Document technical specifications, API schemas (OpenAPI/Swagger), and deployment runbooks.
- Mentor junior developers and contribute to internal knowledge sharing.

Academic & Professional Qualifications

- **Education:** Bachelor's degree in computer science, Software Engineering, or equivalent experience.
- **Experience:** 3+ years of professional experience in full stack development.
- **Technical Stack (Example):** JavaScript/TypeScript, React/Angular/Vue, Node.js/Python/Java/.NET, SQL/NoSQL, REST/GraphQL, Git, Cloud services (AWS/Azure/GCP).

ALL applicants **MUST** apply online to email: **recruitment@familybank.co.ke**; closing date is **3rd July 2026**.
Canvassing will automatically disqualify the candidate. Only shortlisted candidates will be contacted.

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