Fitchatchen Software Academy, Niamey, Niger

Training Center of Gabera Software Solutions SARL, Niger | www.gabera.software

Gabera Software Development Fellowship

Short Facts	
Start	Once a year
	Next start in November 2021
Location	Fitchatchen Software Academy in Niamey, on-site and online study
Duration	24 months
Format	Mix of part-time (20-30 hours/week) and full-time (40 hours/week)
Costs	Free of charge

What is the Gabera Software Development Fellowship?

The Fellowship is an intensive study and stipend opportunity that will enable student to become a skilled software developer to tackle complex IT problems in enterprises, and organizations. The aim of the 2-years program is to get an entry level job as a software developer at the IT start-up Gabera Software Solutions SARL in Niger, Niamey. Through intensive 2-years training, coding challenges, and real work experience with Gabera Software Solutions, students learn to master the professional and technical skills needed to become a software developer. The training is a blend of personalized instruction, supported self-study and hands-on experience building real products. Students receive coaching from experienced, senior software architects, business analysts and IT project managers with plenty of industry expertise.

Costs - Why is the course free of charge?

The 2-years training program is free of charge. There are no fees or hidden costs. Students get costs of transport covered during the first year of training. They earn a small performance-based stipend in the second year. Why is it free of charge? Instead of paying tuition, we seek extraordinary talents who commit to go through a challenging 2-years program to become world-class developers. Our company is ready to invest a lot of time and effort to provide fellows with cutting-edge industry expertise. We aspire to hire West Africa's top talents after completing the 2 years fellowship program.

Curriculum

- **Application Engineering**
  Object oriented programming (OOP) with C# and Java; Database (Oracle and SQL)
- **Web Engineering**
  Web development (Web/App), html, CSS, Java Script, xamarin
- **Data Engineering & Automatization**
  Python for Big Data
- **Business Engineering**
  Receiving specifications; business project management.
- **IT Security**
  Introduction to application software security
- **IT Project Management**
  Agile software development, scum, remote work
- **Communication training**
  Active listening, presentation skills, persuasion, teamwork, empathy, patience, and diplomacy
- **Business English**
  Weekly English classes (until level B2)

Methodology

Gabera's two-year program is a blend of personalized on-site and online instruction, supported self-study, cooperative learning groups, and hands-on experience in building real products for international and local customers of Gabera Software Solutions. Students receive weekly personalized coaching and instructions from experienced, senior software architects and business analysts.

Life as a Fellow

The fellowship is a highly intensive programme which requires a big commitment from students. In order to head straight into a paid job upon graduation, students will have to put a lot of time and effort in. Our instructors do their bit and teach students everything they need to know and provide as much support as needed.

The training uses a modular course design. Each new module is introduced with a self-study program, a two-weeks full-time immersive on-site training course (Bootcamp) at Fitchatchen Software Academy in Niamey. Each Module concludes with an individual performance assessment. Outside of the core hours students will need to spend extra time immersed in the world of development. This includes a lot of workwith their fellow students on further study activities.. Students participate in peer coding session in Niamey as well as online and on-site mentorship session with software architects from Switzerland and Niger. In average, this means 20-30 hours per week of group and self-study.

It will be an intense ride, but an extremely rewarding one!
We promise it won't all be hard work though. You'll be surrounded by a group of likeminded students all going through the same experience. There will be A LOT of collaborative project work and plenty of opportunities for fun along the way.

Who are we looking for?

The fellowship targets individuals who seek to accelerate their career as a developer and are eager to solve challenging IT problems. The fellowship is aimed at both people with no and little coding knowledge and experienced developers who want to level up their skills.

Requirements and admission conditions

People coming from all walks of life and with diverse educational backgrounds are encouraged to apply. Degrees do not matter. **We look for people who can demonstrate their passion for coding by showing they taught coding themselves and have already some basic coding skills**. These are the essential skills we are looking for in a fellowship candidate:

- **Intellectual curiosity,** creativity, critical thinking, problem-solving, innovation, fast learner, strong motivation, stamina
- **Demonstrated passion for coding**

- **Empathy**: ability to put oneself in somebody else's shoes, such as end users of the product
- **Adaptability**: adjust to evolving changes in the project process, open to learning new skills, openness to feedback
- **Communication skills**: communicate with peers and clients in a clear and effective manner so that there are no misunderstandings between people, cooperate and collaborate, managing emotions, show respectfulness
- **Organizational skills**: ability to plan and stay organize

Application Process for Fellowship 2022-2023

The application process is broken into the following parts:

- **CV submission** *Deadline: October 31st 2021*
- **2-6 weeks home study program:** Bootcamp Preparation to enable students to come fully prepared to the bootcamp. This is an introduction for Software Development curriculum designed for applications new to coding. The curriculum contains the fundamentals in programming. (10-50+ hours, depending on student's level) *home study, online, flexible start, Oct.-Dec. 2021*
- **2-weeks Coding Bootcamp**: Highly intensive, project-driven programming course, on-site at Fitchatchen Software Academy in Niamey. *Dec. 2021-Jan. 2022*
- **In-person interview** to assess alignment with Gabera's values and technical understanding.
- **Onboarding: Acceptance as Gabera Fellow**

The application process is free of charge. During the entire application process, students get free costs of transport to Fitchatchen Software Academy. At the bootcamp, meals are included.

Duties of students during the 2-years fellowship

- All on-site courses, instruction and coaching sessions require 80% attendance. Lectures are generally recorded so they may be listened to outside of class hours if required.
- Committed and active participation in group and collaborative exercises and project work.
- Successful completion of individual performance assessment after each module.

Schedule and contents

Module 1: Introduction and Application Engineering
6 months, Dec. 2021 -May 2022
Fundamentals of programming and C#.
Eight practical coding challenges: Message Handling, 10 Finger, Event Framework, Simulation, Test Framework, Reporting Framework, process and work flow automatization

Module 2: Database
3 months, June-August 2022
Oracle und SQL for database

Module 3: Web Engineering
3 Months, Sep.-Nov.2022
Web/App, html, CSS, Java Script, xamarin

Module 4: Data Engineering
5 months, Dec. 2022-April. 2023
Python for Data Engineering an automatization
C/C++ for Technical Engineering

Module 5: IT security
1 month, May 2023
Introduction to application software security

Benefits for Fellows

High quality, practical software development training with a strong focus on learning by doing.

Hands-on experience in building real products for African and European customers.

Expert teachers: Instruction and coaching from experienced software architects and business analysts.

Fellowship benefits: Have travel fee covered during the entire duration of the fellowship. Get a small stipend in the second year of training.

Learning support and industry mentoring: Personal mentoring before, during and after the 2-years program.

Modern environment: Work with a modern online learning platform and library, and equipped computer stations and internet.

Opportunity to work at a local software company after completion of the 2-years program.

What happens after completing the fellowship program?

Graduates of the Gabera Software Development Fellowship Program enter a working contract with Gabera Software Solution SARL in Niamey. They assume an employment opportunity according to their skills and job availability.

Job functions include Software Developer and Engineer; Service Manager; Project Manager; Testing Engineer; Other, according to availability.

The orientation and onboarding phase includes continuous mentorship opportunities.

The salary is competitive, and benefits include health care and retirement plans.

Instructors and Coaches

Our instructors are all specialists in their fields and actively work in industry as software engineers, business analysts and IT project managers. This experience and continued participation in their respective sectors allow our instructors to remain up to date with their skills, and accordingly what they pass on to you remains current and highly relevant. Having them on hand is incredibly valuable for people starting out in coding careers.

Head instructor and coach
Issaka Ardaly
M.Eng. IT Security and Forensics
CEO & CTO of Gabera Software Solutions
issaka.ardaly@gabera.software

You can find bios of our instructors here:
https://en.gabera.software/team

Direct Contact Person

For more information on the fellowship opportunity please contact:

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Our fellows

Marie
Software Developer
Bachelor Industrial Data
Skills: Java, Php, C#
HTM/CSS

Kader
Software Developer
Master in Software
Engineering &
Information System
Skills: Web & Mobile
development

Mohameddine
Software Developer
Master in Telecommunication
Network Engineering
Skills: Java, Php, C#, Python
Android Studio

Contact & Information

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About Us

Fitchatchen Software Academy in Niamey is the
training center of Gabera Software Solutions
SARL in Niger and its partner company Gabera
Software Solutions in Switzerland.
www.gabera.software