Job Announcement

Exciting national and international career opportunities at our rapidly growing start-up located in Niamey

Trainee Full-Stack Software Developers

Développeurs de logiciels Full-Stack Stagiaire, 100% position

Employer profile	Founded in early 2021, **Gabera Software Solutions** is a young start-up and full-service software and consulting company headquartered in Switzerland with a second office in Niger. Gabera has 15 employees providing tailor-made solutions for business customers from industry, logistics, public administration and the non-profit sector. We specialize in complex enterprise applications, big data, and IT security.
Job profile	As a Trainee Full-Stack Developer you'll help develop complex technological solutions for our European and African business customers, while learning and working with the newest technology, in particular C#, Phyton, PLSQL and SQL, UI technologies, including modern Java frameworks, Web, as well as Security implementation and authentication tools. You support creating, innovative new products and perfecting our flagship software development for enterprise application DallaDalla, which combines the efficiency of low-code and the flexibility of professional coding. You work mainly on sophisticated back-end processes, and can grow into a Scrum Master, project management or trainer role in parallel. Coding is teamwork. You work with a motivated team of backend and frontend developers, so your communication skills are crucial. The role is based in our Niamey office.
Objectives	We seek between 25 and 35 extraordinary talents who commit to go through a challenging 2-years full-time study and stipend program to become fully qualified junior software developers who can tackle complex coding problems. From day one you will be inducted as a fully-fledged and valued product team member, receiving close mentorship, training and guidance to succeed as a developer. Our company is ready to invest a lot of time and effort to provide trainees with cutting-edge industry expertise. We aspire to hire top talents after completing the 2 years Traineeship Program. The program is a blend of personalized on-site and online instruction, supported self-study, certificated online-courses, collaboration in teams, and hands-on experience in building real products for our international and local customers.
Duties and Responsibilities	- You work individually and collaboratively alongside experienced team members, fulfilling tasks spanning all aspects of the software development lifecycle (SDLC), including producing clean, efficient code based on specifications, following quality standards through code reviews, modifying, troubleshooting, debugging and upgrading existing software, testing and validation, creating clean technical documentation for reference and reporting. - In an always learning environment you will collaborate with other team members and solve problems by coming up with creative solutions to requirements before transforming into functional elements. - Gabera embraces a dynamic and welcoming, warm culture and is passionate about its people. We are motivated to get the best out of one another. In return we ask for your commitment and enthusiasm to our core values, mission and goals. - You support the CTO and the Development Team in planning, organization, and monitoring project activities. - Join us in our relentless refining of the craft of software development with the goal of building upon the high levels of business value we deliver. To maintain this high level of service we must embrace best fit new technology stacks, adopt and adapt processes and best practices, and leverage the benefits of DevOps.

Skills and Qualifications	**Behavioural competences and soft skills**

- Highly self-motivated, with a desire or ability to build and support application development projects through to a successful completion
- Excellent analytical abilities, problem-solving skills and troubleshooting attitude
- Curious thinker who thrives in a dynamic, fast-paced environment, and stays calm and composed during times of stress
- Strong drive, very hard work ethics, reliability, perseverance, and stamina, taking initiative of work, doing what is needed without being asked
- Embrace continuous learning and improvement, open-minded to new solutions
- Adaptability, adjust to evolving changes in the project process, open to learning new skills, openness to feedback, open-minded to new solutions
- Excellent teamwork competences, building strong working relationships and a positive work environment
- Highly effective 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 well, show respectfulness
- Taking pleasure in working in an agile organization structure with self-organized teams
- Striving for highest customer satisfaction, going out of your way to be helpful, making it as easy as possible on the customer rather than our company or team
- Honouring Gabera's values, mission, goals, and procedures

Technical skills & qualifications

- People coming from all walks of life and with diverse educational backgrounds are encouraged to apply
- Basic coding knowledge is a must. Demonstrate your passion for coding by showing you thought yourself programming. Experience with languages such as C++, C#, Web, Python or any other programming language is a plus.
- 2+ years working experience writing code per coding standards is an asset.
- Experience as scrum master, IT project manager or in a manager position is a plus
- At least upper-intermediate level of English (CEFR level B2) or readiness to participate in our intensive English course

What we offer	

- A supportive, rewarding and friendly work environment, where you are empowered to build a career based on your unique skills and strengths; Regular social activities
- High quality, practical software development training with a strong focus on learning by doing; hands-on experience in building real customer products
- Close mentorship and regular feedback by experienced industry coaches
- Intensive coding, management and leadership training and development
- Performance-based national and international career growth opportunities
- Modern work environment equipped with computer stations and internet
- A competitive stipend with a solid benefits package including medical coverage

Gabera is an equal opportunities employer and does not discriminate based on race, religion, color, sex, gender identity, age, pregnancy, non-disqualifying disability, or medical condition. All employment is decided based on merit, qualifications, and business need.

Contact us	If you have a passion for coding, are self-motivated and curious, eager to learn and adapt to new things, have a problem-solving attitude and eager to build challenging, first-class software products, we want to hear from you. Apply online via our Career Website **www.gabera.software/en/careers** or come and visit our recruiting office at Swiss Umef University of Niger, Quartier Couronne Nord à 50 mètres du rond-point Mairie. Please call in advance at +227 70 97 92 26 / +227 97 59 58 to schedule an appointment.