

Job Title: Software Engineer

Reports To: Head of Technology & Class Leads

Hello! We are FrogAsia

Our vision is to see that everyone has access to quality education regardless of their location or background.

We do this by transforming learning spaces, empowering learners (*which includes educators*) with the knowledge and skills needed to be creative communicators, collaborators, and changemakers in their own communities and across the globe.

We believe that with the right character, creative spirit, and drive for excellence, lifelong learners can thrive.

Role Summary

You will be an integral part of an agile development team building and working on a variety of projects to create and develop Frog technical products using programming techniques. Software Engineers are involved in all aspects of development from design to development to testing to deployment as part of an autonomous mixed-disciplined agile crew.

Your responsibilities:

- Work autonomously and as part of a mixed-disciplined agile crew to develop, test and engineer software solutions in response to the needs of users and the business
- Ensure all changes comply to the following 6 principles:
 - a. *Scalability* – Ensure the products and services can handle the number of users
 - b. *Security* – Ensure no data breaches can occur within the products and services
 - c. *Stability* – Ensure the number of defects remain low and the core application functionality remains unchanged
 - d. *Suitability* – Ensuring the products are appropriate for the different target audiences
 - e. *Supportability* – Ensure end users are looked after once the changes are pushed to the production environments
 - f. *Sustainability* – Ensure the longevity and maintainability of the products and services based on the requirements outlined



- Assist in the collection and documentation of user's requirements, development of user stories, and provide estimates as required
- Design, develop, and unit test applications in accordance with established standards
- Develop, refine, and tune integrations between applications
- Work closely with SME and crew members to migrate older applications to new modular technology stacks
- Participate in peer-reviews of solution designs and related code
- Package and support the deployment of releases
- Support and drive sustainable L3 support initiatives in response to user feedback and communications from the support team
- Continue to grow as an individual and ensure skills are kept up to date with new developments and technologies
- Share skills and knowledge with peers and assist in the mentoring of others
- Get involved in the wider business initiated activities and interest groups

Skills and Knowledge

Essential

To ensure you have the skills required to deliver against the list of responsibilities these are the essential ones:

- A Bachelor's Degree is preferable
- Minimum 3 years working in a commercial development environment engineering software as part of a wider product delivery team
- Comfortable making decisions and explaining that decision making process
- Experience of working in a team
- Excellent English communication skills, both verbal and written
- Communicate effectively and in a timely manner
- Strong analysis, problem-solving and questioning skills
- An inquisitive manner and a passion for learning
- Software engineering patterns, object oriented programming concepts
- Relational database design and querying concepts
- Understand the importance of and how to use version control
- Ability to solve challenges through innovative and unique approaches

Desired

The following are desired skills and knowledge that we will train in where required:

- Cloud based technologies and deployments i.e. AWS, GCP, DO etc.



- Docker and container based architectures
- NoSQL database solutions i.e. MongoDB, Redis,
- Code and API profiling through APM based tooling
- Working in an agile or DevOps environment
- Continuous inspection and deployment tooling i.e. Jenkins, GitLab CI
- Optimisation of workflows through automation and tooling
- Jira and Confluence as workflow and project management tools
- Migrating legacy platforms to new, more modern technologies
- Relative estimation techniques for longer term predictions i.e. story points

Specialisation

Software engineers should be comfortable across a variety of languages however typically specialise in one area above all else, at Frog we deal with the following specialisms:

- PHP libraries and frameworks like Laravel, Symfony
- JavaScript libraries and frameworks like JMVC, JQuery, Bootstrap and React
- .Net and .Net Core
- React Native for mobile development on both Android and iOS devices
- Python is the core language for our big data platform and is used for developing ETL jobs as part of the continuous delivery pipeline



HEART Values

At FrogAsia, we are looking for people who want to do more than sell a product – people who believe in our vision to transform education and want to make a positive difference to the world. We expect everyone at FrogAsia to demonstrate our HEART values in everything they do.

HEART Values

Here to make a difference

Empowering someone is giving them the means to go forward and make a difference. Like pressing the play button of a life-changing movie, you are setting motion to greater potential. This is our approach to everything we do as individuals within a team, and together as a team making a difference for others.

Enjoy what you do and who you do it with

We have accomplished so much together because we see ourselves as a ‘family’. We are proud of the role we play and we’ve got each other’s backs. There is a sense of joy in what we do, and in doing it together.

Act with integrity

What is more important than getting things done is the attitude we have when doing those things. Living with honour and applying it to all we do, is the cornerstone of the future we’re building here. It is our true North in a sea of decision-making, and in treating others with dignity and respect

Reach for perfection

Reaching for perfection takes passion and it takes perseverance. It is this pursuit that keeps us moving forward and we are ‘committed’ to seeing things through.

Think ahead and outside of the box

We believe in being present while keeping sight on what’s ahead. We allow our sense of wonder and curiosity to lead our exploration of new possibilities and are always pushing the boundaries of what’s ordinary or expected.

