

The software development stream prepares candidates in the first two months for working in a typical software development team as a junior full-stack developer. Candidates are then exposed to the real world of business and software, sitting in meetings, and liaising with experts within that area to see “hands-on” how client solutions are generated.

The learning path covers the following:

- Front-end and Back-end technologies and languages,
- Database fundamentals and querying,
- Exposure to the Systems Development Life Cycle (SDLC),
- DevOps systems.

The primary focus of this programme is to prepare them for a future in digital careers. An opportunity has risen in our **Cape Town** offices for a junior full-stack developer. The position is **office-based** and we extend a **stipend** to successful applicants on the programme.

The programme consists of:

- An intensive onboarding programme that focuses on holistically upskilling, coaching and mentoring candidates covering technical skills and soft skills, such as self-awareness, communications skills and personal mastery, ensuring that candidates are well prepared for to enter the workplace
- Placing candidates at partner clients to gain practical experience in the relevant digital discipline. This placement includes the candidates working with established, internal delivery teams to assist with work delivery thereby gaining valuable practical hands-on work experience over a minimum period of 12 months.

We are looking for young people with experience in the following technical skills:

- CSS and JavaScript
- Python / Django
- Web API
- Knowledge of basic SQL, MYSQL, Postgress SQL (candidate needs to know the structure of a relational database and be able to write basic SQL queries)
- Basic knowledge of AWS would be advantageous
- Basic understanding of Linux/Unix operating system

In addition, we are looking for the following personality traits:

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- Positive, can-do attitude
- Confidence (as the team will be engaging with external stakeholders with regards to work delivery)
- High cognitive ability - we need people that can hit the ground running and absorb vast, complex information in a short space of time
- Willingness to learn and goes the extra mile with an ability to self-educate
- Proficient in communicating in the English language
- Analytical-minded and logical thinkers who are challenged to solve complex problems

Successful applicants will be given an online screening test consisting of 27 questions and is time-boxed at 80 minutes.

The competencies covered for the assessment are:

1. Cognitive ability - Logical reasoning and Analytical thinking
2. CSS, Javascript fundamentals
3. SQL coding exercise covering basic querying and joining
4. Basic coding exercise in Python

Our technical onboarding programme is done in-house, is 8 weeks long, and consists of the following training interventions:

Front-end technologies and languages	HTML, CSS, JavaScript, Interactive design, jQuery, Bootstrap
Back-end technologies and languages	Python
Database	SQL, Stored procedures, Database principles, Relational databases
Business Intelligence essentials	Data warehousing, ETL frameworks
DevOps Introduction	Introduce concepts of DevOps
Cloud Introduction	Introduction to cloud vs on premises
Agile and Scrum Fundamentals	Introduce core concepts of Agile - Agile Strategy.
API	Building and maintaining API's
Coding best practices	An overview of general coding principles and industry best practices
Assessments	After each module the candidate knowledge will be tested through a practical or written assessment
Project	The candidate will be required to deliver a

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	web application project
Soft skill upskilling	Work ethic and disciplines, English acceleration, working in a team

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