



**Position: Software Engineer, Short Term Contract**

**Reporting to: Digital Platforms Manager**

**Location: Kampala, Uganda**

**StrongMinds** ([www.strongminds.org](http://www.strongminds.org)) is a dynamic and fast growing 501(c)(3) social enterprise based in Maplewood, N.J, that focuses on one of the most underserved populations and one of the most pervasive mental illnesses in the world. We treat depression among women of all ages in Africa, where access to mental health treatment is extremely limited, and will be launching our services in Newark, New Jersey beginning in 2022.

Since its start in 2014, StrongMinds has treated over 170,000 women with depression in Uganda and Zambia. *We are the only organization scaling a solution to depression with a potential to serve millions of people in the next ten years.*

StrongMinds has earned an impressive reputation in the global mental health space. In addition to media coverage in the New York Times, Forbes, BBC World Service, and the Stanford Social Innovation Review, we are described by UK organization Founders Pledge as the most cost-effective mental health organization working in the developing world.

#### **About StrongMinds Uganda**

StrongMinds Uganda (SMU), is a non-profit, non-governmental organization (Registration No.S.5914/11746) situated at Plot 30, Luthuli Rise Bugolobi, PO Box 35874, Kampala, Uganda. SMU's mandate is to improve the mental health of women in Uganda by implementing a simple, evidence-based, and cost-efficient model of group talk therapy, based on group interpersonal psychotherapy (IPT-G). SMU has field presence in Lamwo, Kotido, Mbale, Wakiso, Mayuge, Mbarara, Mukono, Kampala, and Iganga. SMU services can also be accessed virtually via \*252# and select option 10 for free counseling over the phone.

#### **Position Description: Software Engineer**

We have an exciting opportunity for an experienced, highly motivated, collaborative, and empowering software engineer. The position supports the Digital Platforms Manager in delivering the strategic growth of SMU's Technology function by contributing to the development of IT systems and processes and implementing SMU's Information Technology framework/strategy. S/he will work closely with the entire engineering and IT team, building mental the healthcare industry-leading, robust, and innovative software solutions that are fit for purpose.

**Responsibilities:**

- Define software requirements and create high-level architectural specifications, ensuring feasibility, functionality and integration with existing systems/platforms.
- Develop software solutions by studying information needs; conferring with users; studying system(s) flow(s), data usage, and work processes; investigating problem areas; following the software development lifecycle.
- Responsible for the initial design and development of new software.
- Recommend engineering approaches to building and delivering the systems and optimize relationships with both external and internal disciplines including business analysis, business change management and software test teams.
- Determine operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions.
- Documenting and demonstrating solutions with flowcharts, layouts, diagrams, charts, code comments and clear code.
- Support staff IT needs when needed.
- Participate in all department and organization meetings and/or training(s).

**Essential Experience**

- Working experience developing and deployment of robust and efficient software.
- Working experience of documenting software requirements, logical and physical designs in readable and understandable representation.
- Working experience of the software paradigm and software development life cycle.
- Working experience with one or more of Python/Java/Go-lang/PHP/Node/Elixir/Ruby backend programming languages.
- Working experience with CD and CI tools and systems.
- Working experience with one or more of HTML/Javascript/React frontend programming languages.
- Working experience with robust APIs.
- Working experience of database management languages and systems i.e., SQL, PostgreSQL etc.
- Working knowledge with computer networks, network administration, and network installation.
- Working knowledge managing computer hardware, cabling installation and support, wireless technology applications and interface, and IT security.

- Ability to work independently and as part of a team.
- Multi-tasking and time-management skills, with the ability to prioritize tasks.
- Excellent analytical and problem-solving skills.
- Flexible working hours.

### **Education**

- BSc/BA in Computer Science, Software Engineering, or relevant field.
- 3+ years' experience as a Software Engineer/Developer or a technology related role.

**The successful Software Engineer will also be expected to embrace and role model the core values of StrongMinds:**

- We are people focused.
- We think big and act fast.
- We are data driven.
- We do what we say and say what we do.

As part of a rapidly growing NGO, this role has the potential for advancement. As a candidate, you must be smart, innovative, aggressive, and extremely ambitious.

**Salary:** Competitive salary commensurate with experience.

**Start Date:** Immediate

**Job Type:** Short-Term Contract (6 months)

**Schedule:** Self-directed as based on deadlines and delivery expectations

### **COVID-19 considerations:**

StrongMinds strictly adheres to all CDC guidelines for Covid-19 protection.

### **To apply:**

Send résumé and short cover note to [careersug@strongminds.org](mailto:careersug@strongminds.org) mentioning “**Software Engineer**” in the subject line.

**Deadline:** 15<sup>th</sup> January 2023