



OI PEJETA CONSERVANCY

VACANCY ANNOUNCEMENT

17th March 2025.

SOFTWARE DEVELOPER

The Organization

OI Pejeta Conservancy (“OI Pejeta”) is home to a key-one population of the *Critically Endangered* eastern black rhino, and to the last two northern white rhinos in the world. It is the only place in Kenya to see chimpanzees, in a sanctuary established to rehabilitate animals rescued from the black market. It has some of the highest predator densities in Kenya, and still manages a very successful livestock Programme. OI Pejeta also seeks to support the people living around its borders, to ensure wildlife conservation translates to better education, healthcare and infrastructure for the next generation of wildlife guardians.

We are seeking a high calibre, self-motivated and dedicated applicant to fill the position of **Software Developer**.

Role summary

Position:	Software Developer
Type:	Non - Unionisable.
Reports to	Senior Officer, Software Solutions.
Department:	Operations and Technology.
Location:	Nanyuki, Kenya.
Closing Date:	31st March 2025.

Role Summary

The Software Developer will play a critical role in developing, testing, and maintaining custom software applications to support OI Pejeta’s conservation, operational, and commercial activities. The role involves collaborating with cross-functional teams to understand user needs, build innovative software solutions, and ensure seamless integration with existing systems. The incumbent will also support data management processes and contribute to technology-driven decision-making initiatives.

Responsibilities:

- Software Design and Development:** Develop, test, and deploy custom software solutions tailored to meet the needs of various Divisions at OI Pejeta. Write clean, efficient, and well-documented code following best practices in software development. Ensure software applications are scalable, secure, and optimized for performance.
- Requirements Gathering and User-Centered Design:** Collaborate with stakeholders to gather and analyze software requirements. Create user-centered designs that meet both user and business needs, ensuring intuitive interfaces and smooth user experiences.
- System Integration and Automation:** Design and implement software integrations to connect new applications with existing systems. Automate manual processes where possible, enhancing efficiency and data flow across the organization.
- Data Management and Support:** Assist in managing data systems, ensuring data accuracy and integrity. Develop tools for data collection, analysis, and visualization to support data-driven decision-making processes.
- Software Testing and Quality Assurance:** Conduct thorough testing of software applications to identify bugs and ensure functionality, security, and performance standards are met. Collaborate with team members to perform peer code reviews and continuously improve software quality.
- Technical Documentation and Training:** Develop and maintain comprehensive documentation for software applications, including user manuals, technical guides, and troubleshooting procedures. Provide training and support to staff on software usage and best practices.

7. **Continuous Improvement and Innovation:** Stay up to date with emerging technologies, frameworks, and best practices in software development. Proactively identify opportunities for improvement and contribute to innovation in technology solutions that support OI Pejeta's mission.

Qualifications and Skills:

a) Qualification.

- Bachelor's degree in Software Engineering, Computer Science, Information Systems, or a related field.
- Relevant certifications in software development frameworks (e.g., Microsoft Certified: Azure Developer, AWS Certified Developer) or programming languages are advantageous.

b) Experience.

- Minimum 3 years of experience in software development, preferably within a conservation, non-profit, or corporate environment.
- Proven expertise in full-stack development, with strong knowledge of frontend and backend technologies.
- Experience in integrating software applications with data management systems and external API.

c) Skills

- Proficient in programming languages such as Python, NodeJS, Java, and JavaScript frameworks (VueJS/ReactJS).
- Strong knowledge of SQL databases (PostgreSQL) and microservices architecture & containerization platforms (e.g., Kubernetes or Docker).
- Demonstrable knowledge of cloud platforms (e.g. AWS, Azure, Digital Ocean or GCP) and DevOps practices.
- Excellent problem-solving, analytical, and troubleshooting skills.
- Strong interpersonal and communication skills, with the ability to collaborate effectively with cross-functional teams.
- Commitment to OI Pejeta's mission and a passion for using technology to support conservation and community development.

APPLICATION PROCESS

Interested and qualifying candidates should submit their CV and application letter only to jobs@olpejetaconservancy.org with the words "**SOFTWARE DEVELOPER**" on the email subject line so as to reach us no later than **31st March 2025**.

OI Pejeta Conservancy is an equal opportunity employer. We encourage applications from individuals of all backgrounds who share our commitment to conservation and community empowerment.

Shortlisting shall be done on a rolling basis, and only the shortlisted shall be contacted.