



Financial JAVA Developer (Up to \$1,500)

Mango Byte Technology Co., Ltd.

Profile

MANGO BYTE is a web development company based in Phnom Penh, Cambodia, providing high-quality services to international customers. Starting with Cambodian super engineers built by two Japanese engineers and business professionals. We are eager to develop creative, innovative, cutting-edge technology and businesses such as web service and systems, mobile (iOS and Android) applications, etc.

Our value is always to invest in our growth, challenge, freedom, and Self-management. We always treat each other with respect and dignity. With our growing and expanding operation, currently, we are looking for any engineers and developers interested in the international-standard business are all welcome.

Our first goal is to be an international-level technology company in Asia from Cambodia HQ. We want people who want to be international to join us.

MANGO BYTE offers you a career to work with international clients and a great working environment; it's not just a job; it's our passion that inspires your life.

Job Description

- Performing requirement analysis.
- Developing high-quality and detailed designs.
- Conducting unit testing using automated unit test frameworks.
- Identifying risk and conducting mitigation action planning.
- Conducting configuration of your own work.
- Reviewing the work of other developers and providing feedback.
- Using coding standards and best practices to ensure quality.

Job Requirement

- Educational background in Computer Science, System engineering
- 2+ years experience in Java-based Enterprise application development using any framework
- Advanced Java knowledge including OOP and design patterns, and web frameworks
- Database development and design skills
- Database query tuning skills to improve performance
- Experience working on Linux/Unix systems.
- Experience with client-side technologies like HTML5/CSS/JavaScript
- Quant or software development experience within the financial service industry desired
- Desire to learn detailed nuances of worldwide financial products and taxation regimes.
- Ideally, you will have some experience with financial/trading systems although this could be any highly transactional system
- High level of English communication

Please tell us your knowledge about each topic above in the interview

❖ Working Style

- Working day and time: Flexible and 15 to 40 hours per week depends on your lifestyle

- Holidays: follow the Cambodian national holidays
- International working style
- Modern working environment
- Remote working environment

❖ Benefits

- Competitive salary and quarterly incentives
- Innovative and systematic training programs
- English training program
- Accident and health insurance
- Free tea; snacks & coffee (Amazon & monthly free Pizza...etc.)

Training Materials

Every developer at Mango Byte can take services below for free for developing your skills.

1. Udemy for business (<https://www.udemy.com>)

Can access to paid 2,000+ courses unlimitedly

2. O'Reilly Safari (<https://www.safaribooksonline.com>)

Can read 40000+ books and watch videos

How to evaluate your performance

We will evaluate every single person of you for each responsibility and goals. We define and set personal goals and responsibilities and we will evaluate your performance with them.

The evaluation should be taken by your productivity and skills first. Then also we evaluate your additional effort and responsibilities when you can be in charge of certain projects, problems, training, and any tasks including learning new technologies, languages, and skills such as clean architecture, realm.js, RxAndroid, etc. Anyone can take any responsibilities and challenges. We will evaluate all and any of your effort and we'll support you all the time.

Career Plan

Junior Developer: < \$400

Developer: < \$600 and performance-linked bonus

Semi Senior Developer: < \$800 and performance-linked bonus

Senior Developer: < \$1,000 and performance-linked bonus

Lead Developer and Associate Technical Manager: < \$1,500 and performance-linked bonus

Junior Developer (under \$400)

Must

- Has basic knowledge about the programming languages that you use in the company
- Understands the specification documentation to implement
- (WEB) Be able to setup LAMP in the local environment
- (iOS) Be able to create a certificate to build iOS app
- Be able to handle a task which is not too difficult
- Be able to review other's codes and make some feedback (at least 3 small issues in an hour)
- Report defects with clear information
- Be able to study things which should be learned for work yourself continuously
- Has cooperativeness working in a team

Optional (but necessary to be promoted to upper position)

- Be curious to get a basic knowledge of Software Programming, Software Engineering and Computer Science
- Be able to study new things by yourself
- Passion and commitment to be grown
- Understands basic of OOP, SQL, and coding on any programming language
- Understands values of Openness, Boldness, Idea, and Independence
- Good attitude with understanding company values of Openness, Boldness, Idea, and Independence
- Pretty good communications in English

Developer (\$400 to \$600)

Must

- Be able to handle all duties and responsibilities of Junior Developer
- Be able to work independently and teamwork
- Has basic knowledge of which is equivalent to or greater than that of bachelor degree of Software Programming, Software Engineering, and Computer Science
- (Backend) Has knowledge to setup LAMP for the production environment
- (Mobile) Has the knowledge to build application binary for production to deliver to customers
- Has self-management skills to arrange situations by proper actions like reporting, informing and asking in a team
- Designs develop and modify software modules based on functional and system requirements, according to code standards and user interface design guidelines
- Performs program maintenance, modifications, and enhancements to existing applications through programming, testing, documenting and training users
- Has basic knowledge of software architectures that we are using on our projects such as BLoC, Clean Architecture, and DDD
- Be able to review other's codes and make more feedback (at least 1 critical issue and 10 small issues in an hour)

Optional (but necessary to be promoted to upper position)

- Be able to coach and mentor Junior Developer
- Be able to discuss technical topics to improve our technical issues with others in English
- Has finished reading the book Clean Code
- Be able to write readable and maintainable codes by following the knowledge of clean and readable codes
- (Backend) Has knowledge about how to write codes if multiple web servers exist in the system for scalability and consistency data between servers

- (Mobile) Has the knowledge to write Fastlane scripts to setup CI environment such as Circle CI
- Able to work under pressure
- Flexible and self-starter
- Has the potential to have better skills and knowledge to be an upper position
- Strong communication in English

Semi Senior Developer (\$600 to 800)

Must

- Be able to handle all duties and responsibilities of Developer
- Should be evaluated as a semi-senior developer from others
- Has higher performance of coding than Developer position
- Has the higher quality of coding than Developer position
- Be able to arrange the schedule to finish tasks on time yourself
- Contributes clean code to ensure a consistently high-quality standard
- Proposes and assess solutions to resolve problems, including identifying and evaluating new technologies and third-party components
- Understands and execute the technical concepts and the client requirements to ensure the high-quality technical solution
- Be able to lead others to think solutions solving problems well
- Strong attention (don't make issues in codes by careless)

Optional (but necessary to be promoted to upper position)

- (Backend) Be able to setup Docker container and write Dockerfile according to the requirement of a project
- Understands highly designing software in accordance with software architecture we adopt
- Has highly values of Openness, Boldness, Idea, and Independence with actual actions and challenges
- Enthusiasm in learning new technology
- Well organized
- Excellent written and verbal communication in English

Senior Developer (\$800 to \$1,000)

- Be able to handle all duties and responsibilities of Semi Senior Developer
- Should be evaluated as a senior developer from others
- Understands and executive leadership to lead the team to succeed projects
- Understands and be able to explain the roles and responsibilities of developers within an Agile environment
- (Backend) Be able to set up multiple containers of Kubernetes in the cloud environment according to the requirement of a project
- Be able to explain the roles and responsibilities of each level of Developer
- Be able to work on the more complicated automated test method and understand the test-driven development concept
- Be able to give accurate rough estimations and point out dependencies between issues
- Strong leadership
- Fluent in English

Lead Developer and Associate Technical Manager (\$1,000 to \$1,500)

- Be able to handle all duties and responsibilities of Senior Developer
- Has respect from other members as a manager
- Has management skill (Schedule, tasks, and member assignation) to control projects
- Has enough results of technical work as a developer
- Be able to decide technology stack for projects
- Handle day by day management of a development team
- Be able to build and manage a better development team
- Ensure to release the software on time
- Be able to communicate with the client to make sure requirements

How to apply

Please send your CV to the email address with the position name you are applying for.

Contact Information

HR Department
recruit@mango-byte.com

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