Software Developer Job Application  
**(Software Developer – suitable for a medium to senior level position)**

Congratulations, if you’ve downloaded and opened this word document, you’re on the right track to apply for a position within the **Software and Development Department** at Afrihost. This document contains a 15 minute questionnaire, which will help identify and organize prospective applicants.

Please answer the questions truthfully, as you will be tested upon entering the interview phase.

Now – let’s get on to the exciting part!

Page 1 – Summary

Page 2 – Job Specification

Page 3 – Questionnaire

We are looking for a medium to senior level Web Applications and Software Developer who has the ability to work in a team of equally talented Developers but also has the discipline to focus on a project and get it done as fast and effective as possible without compromising quality. An Agile approach is taken in our development to maximize throughput and ensure the end result is as close to the business’ needs as possible.

Afrihost is one of South Africa’s biggest ISP’s and need rock-star-developers to join our team so that we can continue to do amazing and cool projects! FTM in the current market/climate is key!

The position is for a willing, enthusiastic and meticulous individual who will assist the Development Manager and the Development Team Members in realizing the vision of the Directors and the Company. It is necessary that the candidate has a unique and in-depth understanding of PHP, MySQL, Javascript (jQuery is preferable), and good XHTML practices. Above and beyond this, we’ll also take in consideration if you have skills in frameworks, especially Symfony 1.4 and/or 2.0, Linux Operating System, other database experience, and has a “think outside of the box” mentality and approach to problem solving and life in general.

Your day-to-day tasks may (and very well will) vary greatly, but will be rooted in the basics of Software Development. You will predominantly be required to develop front-end as well as backend systems using PHP, MySQL - PDO (Doctrine and Propel), jQuery and HTML. Development will be done on a Mac and will be rolled out to a Linux server.

You will also be required to challenge ideas, brainstorm with the team, come up with ideas on your own and in the group, develop proof-of-concepts and take projects from the start to finish and support them afterwards.

For any Software Developer looking for more experience in the cutting edge environment of running an ISP’s backend, frontend, financial and operational systems – this is a wonderful opportunity!

**Job Responsibilities**

* Design (functional and technical) and implement from small to large scale solutions
* Make database changes to enhance performance and facilitate new products and systems
* Creatively solve problems both in database design and code design
* Learn new technologies and implement solutions through them
* Interact with third-party developers and/or companies with their technologies
* Brainstorming

**Personality**

* Enthusiastic
* Hard Working
* Good communicator
* Reliable
* Positive attitude
* Creative
* Looking for a Career, not a job
* A love for coffee ☺
* Meticulous attention to detail
* Able to work independently as well as in a group
* Has a sense of humor and able to take the proverbial punch (and also give some)

**Skills/Requirements**

* PHP 5.4+
* XHTML and CSS Coding
* jQuery, AngularJS
* Mac Competent (or at least willing to migrate to Mac OS)
* Web services (REST and/or SOAP experience) – both consuming and publishing
* Completely fluent in English
* Good time management
* Minimum 1+ year experience

**Bonus Points**

* HTML 5
* Mobile App Development Experience

Please fill out the below table as well as you can, and if you have extra skills you think is pertinent to our engagement, please create and insert rows to the document as you see fit.

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| --- | --- |
| **PERSONAL DETAILS** | |
| Full Name and Surname |  |
| ID Number (RSA) |  |
| Contact Number |  |
| Email Address |  |
| Do you have your own reliable transport? |  |
| Languages Spoken (having primary first) |  |
| Criminal Record |  |
| Area of residence |  |
| Provide your: LinkedIn / Facebook / Google+ / Twitter or any other social media or personal blog URL’s to identify you online |  |
| **DEVELOPMENT BACKGROUND** | |
| Years employed in a Development role |  |
| Primary Focus |  |
| Formal Qualifications/Completed Courses |  |
| **WORK PARTICULARS** | |
| Where are you currently working/employed? |  |
| Why are you seeking alternate employment? |  |
| What is your availability period? |  |
| What is your current salary package? (Rand per month Gross) |  |
| What is your salary expectation if your application is successful? |  |

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| --- | --- |
| **ABOUT YOU** | |
| How would you describe your personality? |  |
| Do you have any hobbies, interests or otherwise? |  |
| Do you work well on your own? |  |
| Do you enjoy working on a single project or lots of different things at once? Or do you prefer switching between the two? |  |
| What is the maximum probation period you would consider?  1 month, 3 months, 6 months |  |
| With regards to your career, what is your goal for the next  12 -24 months? |  |

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| **SOFTWARE PROFICIENCY Give yourself a rating from 1 to 5.  1 being poor, 5 being excellent** | **Software Version** | 1  *poor* | 2 | 3 | 4 | 5  *excellent* |
| ***Mark with an X.***  *Please add any technologies that you think Is relevant to the position, with your proficiency rating below.* | | | | | | |
| PHPStorm |  |  |  |  |  |  |
| Mac OSX |  |  |  |  |  |  |
| Linux OS |  |  |  |  |  |  |
| MAMP |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **SKILL PROFICIENCY Give yourself a rating from 1 to 5.  1 being poor, 5 being excellent** | **Any relevant details** | 1 | 2 | 3 | 4 | 5 |
| ***Mark with an X.***  *Please add any technologies that you think Is relevant to the position, with your proficiency rating below.* | | | | | | |
| XHTML |  |  |  |  |  |  |
| CSS |  |  |  |  |  |  |
| PHP |  |  |  |  |  |  |
| Javascript |  |  |  |  |  |  |
| jQuery |  |  |  |  |  |  |
| AngularJS / similar |  |  |  |  |  |  |
| MySQL |  |  |  |  |  |  |
| Apache |  |  |  |  |  |  |
| Symfony 1.x |  |  |  |  |  |  |
| Symfony 2.x |  |  |  |  |  |  |
| Zend Framework |  |  |  |  |  |  |
| Code Igniter |  |  |  |  |  |  |
| NoSQL (MongoDB or the likes) |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **PERSONAL PROFICIENCY Give yourself a rating from 1 to 5.  1 being poor, 5 being excellent** | **Any relevant details** | 1 | 2 | 3 | 4 | 5 |
| Telephone Manner |  |  |  |  |  |  |
| Following up on tasks |  |  |  |  |  |  |
| Communication |  |  |  |  |  |  |
| Time management |  |  |  |  |  |  |
| Brainstorming |  |  |  |  |  |  |
| Admin |  |  |  |  |  |  |
| Attention to detail |  |  |  |  |  |  |
| Dealing with people |  |  |  |  |  |  |

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| **Some fun and technical questions...** | |
| Explain what an Interface is and why it is used in object oriented development. |  |
| What is the difference between an ORM and an ODM? |  |
| When confronted by a slow SQL query, what steps would you take to figure out why the query is slow? (Assume you have access to the database) |  |
| What is the coolest thing you did in programming in the last year? |  |
| What would you prefer when communicating with an API and why? SOAP, XML-RPC, JSON, XML (or anything else) |  |
| What do you think is the coolest feature of HTML5, and why does it float your boat? |  |
| Have you ever contributed to an open source program? If so, what and why? If not, why not? |  |

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| **EXTRA’s** | |
| What development question (preferably but not exclusively PHP related) would you ask in an interview to verify a candidate’s proficiency in the subject? |  |
| Complete the following quote:  “Wouldn’t it be … if…?” |  |
| What does the following make you think of?  “As a… I want… so that…” |  |
| Are you currently, or have been in the past, a client of Afrihost? If so, what products do you have with us? |  |
| Any last comments you’d like to mention… |  |

Upon completion of this form, please mail it, along with your CV and any relevant information (no larger than 4mb)   
to [devjob@afrihost.com](mailto:devjob@afrihost.com) with the subject “**Job Application Form – [Your Full Name]**”.  
Candidates who fail to comply with this will not be considered.   
If you do not hear back within 4 weeks, please consider your application as unsuccessful.