



Job Ref. No. JAML053

Position: Senior Fullstack Developer (Contract-6 Months)

Jubilee Insurance was established in August 1937, as the first locally incorporated Insurance Company based in Mombasa. Jubilee Insurance has spread its sphere of influence throughout the region to become the largest Composite insurer in East Africa, handling Life, Pensions, Asset Management and Medical Insurance. Today, Jubilee is the number one insurer in East Africa with over 1.9 million clients. Jubilee Insurance has a network of offices in Kenya, Uganda, Tanzania, Burundi, and Mauritius. It is the only ISO certified insurance group listed on the three East Africa stock exchanges – The Nairobi Securities Exchange (NSE), Dar es Salaam Stock Exchange and Uganda Securities Exchange. Its regional offices are highly rated on leadership, quality and risk management and have been awarded an AA- in Kenya and Uganda, and an A+ in Tanzania. For more information, visit www.JubileeInsurance.com.

We currently have an exciting career opportunity for the **Senior Fullstack Developer** within **Jubilee Asset Management Limited**. The position holder will report directly to the **Manager- Business and Software Systems** with a dotted reporting line to the **Senior Manager- Digital Factory Operations**. The role will be based at our Head Office in Nairobi.

Role Purpose

The **Senior Full-Stack Developer** is responsible for leading the design, development, and deployment of robust, scalable, and secure software solutions that support and enhance business operations and customer engagement. This role plays a critical part in driving the next phase of our digital transformation, including the development of advanced features for the customer investment portal, the migration from a monolithic to a microservices-based architecture, and the implementation of seamless integrations with core systems and payment gateways within a cloud-native AWS environment. The role requires a strong technical foundation, architectural vision, and hands-on expertise across the full technology stack. The Senior Full-Stack Developer also provides technical leadership, promotes best practices, and fosters collaboration across cross-functional teams to deliver high-impact solutions that align with the company's strategic objectives.

Main Responsibilities

Strategy

1. Lead the design, development, and implementation of advanced features for Phase 2 of the customer investment portal, ensuring high performance, scalability, and security.
2. Drive the migration from a monolithic architecture to a microservices-based architecture within a cloud-native AWS environment.

3. Stay abreast of emerging technologies and industry best practices, proactively recommending and implementing innovative solutions.

Functional

1. Design, develop, and maintain scalable, performant, and secure fullstack applications using modern frameworks and languages (e.g., React, Node.js, Java, Python).
2. Develop and maintain efficient databases and data models, ensuring optimal performance and seamless integration with front-end and back-end components.
3. Lead and participate in architectural discussions, ensuring the selection of appropriate technologies, frameworks, and patterns for long-term maintainability.
4. Implement and enforce clean coding practices, including test-driven development (TDD), continuous integration, and continuous deployment (CI/CD) pipelines.
5. Drive the end-to-end development process, including requirement analysis, solution design, coding, unit testing, deployment, and post-deployment support.
6. Ensure cross-browser compatibility and responsiveness of all user interfaces for a seamless experience across devices.
7. Optimize application performance through code profiling, load testing, and database query tuning.
8. Maintain comprehensive technical documentation, including system designs, user guides, and API specifications.
9. Support DevOps functions by automating infrastructure provisioning, deployments, and monitoring in AWS cloud environments.
10. Coordinate with quality assurance teams to ensure comprehensive test coverage and defect resolution.
11. Manage application version control using Git, ensuring proper branching strategies and pull request governance.
12. Collaborate with security teams to identify and remediate vulnerabilities across the stack (e.g., OWASP top 10).
13. Provide technical escalation support for high-priority incidents and participate in root cause analysis to prevent recurrence.

Corporate Governance

1. Adhere to IT governance frameworks, including secure coding practices, audit trails, change control, and version management.
2. Ensure compliance with internal policies, regulatory guidelines, and information security protocols.
3. Maintain and enforce coding standards and documentation practices across the team.

People and Culture

1. Mentor junior and mid-level developers, fostering a culture of technical excellence, ownership, and innovation.
2. Promote agile values and facilitate collaboration across teams including business, risk, and investment teams.
3. Champion knowledge sharing, team learning sessions, and peer code reviews.

Leadership

1. Lead end-to-end technical execution of key digital projects, from planning to deployment.
2. Act as a technical advisor to stakeholders, translating business needs into architecture and design decisions.

3. Represent the development team in project governance forums and stakeholder meetings.

Key Competencies.

1. Strong problem-solving and critical-thinking skills.
2. Leadership and mentorship capability.
3. Excellent communication and stakeholder engagement skills.
4. Strong understanding of asset management and investment operations.
5. Agile and DevOps mindset.
6. Attention to detail and quality assurance.
7. High sense of accountability and ownership.
8. Resilience and adaptability in a fast-paced environment.

Key Deliverables

1. Enterprise-Grade Digital Platforms: Design, develop, and deliver secure, scalable, and user-friendly digital platforms that support core asset management operations, investment workflows, and client engagement.
2. Seamless System Integrations: Lead the successful integration of internal systems (e.g., portfolio management, CRM, fund administration) and third-party platforms to ensure end-to-end data flow and operational efficiency.
3. Enhanced User Experience: Deliver intuitive user interfaces and responsive applications that improve the client and advisor experience across web and mobile channels.
4. Operational Efficiency Gains: Develop and deploy technology solutions that automate manual processes, reduce turnaround times, and improve internal productivity.
5. Technology Governance Compliance: Ensure adherence to software development best practices, coding standards, and IT governance frameworks in alignment with regulatory requirements and internal audit protocols.
6. Robust Technical Documentation: Maintain comprehensive system and codebase documentation to support business continuity, knowledge transfer, and regulatory readiness.
7. Team Upskilling and Capability Building: Provide technical mentorship and leadership to the development team, strengthening in-house capabilities and fostering a culture of innovation and continuous improvement.
8. Innovation and Continuous Improvement: Champion the adoption of new tools, frameworks, and methodologies that elevate the quality, security, and agility of software delivery.
9. High System Uptime and Reliability: Ensure that deployed systems meet performance, availability, and scalability benchmarks with proactive monitoring, incident response, and optimization.

Qualifications

Academic Qualifications:

1. Bachelor's degree in Computer Science, Information Technology, Software Engineering, or a related field.
2. Professional certifications (e.g., AWS Certified Developer, Certified ScrumMaster)

Functional Skills:

1. Extensive experience with AWS cloud services (e.g., EC2, Lambda, S3, RDS, ECS/EKS, API Gateway, SQS/SNS).
2. Proficiency in modern front-end frameworks such as React, Angular, or Vue.js.

3. Strong expertise in back-end development using languages like Node.js, Python, Java, or Go, and associated frameworks (e.g., Express, Django, Spring Boot).
4. Solid understanding of database technologies (SQL and NoSQL, e.g., PostgreSQL, MySQL, MongoDB, DynamoDB).
5. Demonstrable experience with API design and development (RESTful APIs, GraphQL).
6. Experience with payment gateway integrations is highly desirable.
7. Familiarity with CI/CD pipelines, Git, and modern DevOps practices.

Relevant Experience

1. 5+ years of progressive experience as a Full Stack Developer, with a strong portfolio of successful projects
2. Proven experience with microservices architecture and migrating monolithic applications to microservices.
3. Demonstrated experience delivering end-to-end technology solutions in agile environments.

**If you are qualified and seeking an exciting new challenge,
please apply via Recruitment@jubileekenya.com quoting the Job Reference Number and
Position by 2nd July 2025.
Only shortlisted candidates will be contacted.**