



Job Ref. No: JLIL 413

Position: Junior Full Stack Developer

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. 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 a **Junior Full Stack Developer** within **Jubilee Life Insurance Limited**. The position holder will report to the **Senior Manager – Digital Factory Operations** and will be based at our Head Office in Nairobi.

Role Purpose

The role holder will be responsible for supporting the design, development, testing, implementation, and maintenance of digital applications and enterprise solutions across the organization. The role holder will work across both frontend and backend technologies to develop scalable, secure, and user-centric applications that enhance operational efficiency and customer experience. The position will support system integration, application enhancements, troubleshooting, and continuous improvement initiatives while ensuring adherence to software development standards, governance requirements, and industry best practices through collaboration with senior engineers, QA teams, DevOps teams, and business stakeholders.

Key Responsibilities

Strategy

1. Support execution of the Shared Services technology and digital transformation agenda in alignment with Group business objectives.
2. Contribute to development of scalable, secure, and efficient digital solutions that enhance operational efficiency across shared service functions.
3. Support continuous improvement initiatives through automation, process optimization, and modern software development practices.
4. Participate in implementation of technology solutions that improve service delivery, collaboration, and user experience across the organization.

Operational

A. Application Development (Frontend & Backend)

1. Design, develop, test, and maintain full-stack applications, including user interfaces, backend services, APIs, and databases.
2. Support development and enhancement of internal systems and digital platforms used across Shared Services functions.
3. Participate in troubleshooting, debugging, and resolution of application issues to ensure system stability and performance.
4. Support implementation of application enhancements and change requests in line with business and operational requirements.
5. Collaborate with business and technical teams to translate user requirements into practical technology solutions.

B. Process Automation & Systems Optimization

6. Develop automation scripts and digital solutions to improve operational efficiency and reduce manual processes.
7. Support optimization of workflows and business processes across Shared Services functions through technology-enabled solutions.
8. Assist in implementation of validation controls, audit trails, and monitoring mechanisms to support operational accuracy and compliance.
9. Monitor application performance and recommend improvements to system functionality and efficiency.

C. Data Management & Reporting Support

10. Support data extraction, transformation, and loading (ETL) activities across systems and databases.
11. Assist with data validation, cleansing, and preparation for operational and management reporting.
12. Support development of dashboards, reports, and analytics solutions to enhance business insights and decision-making.
13. Maintain data integrity and accuracy across supported systems and applications.

D. Systems Integration & API Development

14. Develop and maintain APIs and integrations to support seamless data exchange between systems and platforms.
15. Support integration of Shared Services systems with enterprise platforms and third-party applications.
16. Assist in testing and monitoring integrations to ensure reliability, security, and optimal performance.
17. Support documentation of integration workflows, technical specifications, and support procedures.

Corporate Governance

1. Ensure systems and development activities comply with internal technology standards, information security requirements, and data protection regulations.
2. Adhere to secure coding practices, system governance frameworks, and established software development standards.
3. Support documentation of system changes, technical specifications, risk assessments, and operational procedures.
4. Identify and escalate system vulnerabilities, risks, and compliance concerns for timely resolution.
5. Support audit reviews and provide required technical documentation and evidence where necessary.

People and Culture

1. Collaborate effectively with cross-functional teams across HR, Finance, Procurement, Risk & Compliance, and other Shared Services functions.
2. Participate in agile delivery practices including sprint planning, stand-ups, testing, and retrospectives.

3. Demonstrate professionalism, accountability, teamwork, and continuous learning in delivery of assigned responsibilities.
4. Support a culture of innovation, collaboration, and continuous improvement within the technology and Shared Services teams.
5. Participate in knowledge-sharing initiatives and contribute to team capability development.

Key Competencies

- Strong analytical and problem-solving skills.
- Good communication and interpersonal skills.
- Ability to work collaboratively within cross-functional teams.
- Attention to detail and commitment to quality.
- Adaptability and willingness to learn new technologies and tools.
- Accountability and ability to manage assigned tasks effectively.
- Customer-centric mindset with a focus on operational efficiency and user experience.

Academic Background & Relevant Qualifications

1. Bachelor's degree in Computer Science, Software Engineering, Information Technology, or a related field from a recognised institution.
2. 1–3 years' experience in software development, application support, or a related technology role.
3. Exposure to both frontend and backend development, including APIs, databases, and system integrations.
4. Familiarity with version control tools (e.g. Git) and collaborative development practices.
5. Experience working in Agile environments; exposure to DevOps practices or CI/CD pipelines is an added advantage.
6. Certifications in software development, cloud technologies, or related frameworks are an added advantage.
7. Experience in financial services, insurance, or shared services environments is an added advantage.

If you are qualified and seeking an exciting new challenge, please apply via Recruitment@jubileekenya.com quoting the Job Reference Number and Position by 31st May 2026

Only shortlisted candidates will be contacted.