



Building for the Future

TOR for Programmer

Job Position/Title	Programmer
Function	Information Technology Unit
Reporting Authority	Lead ITU/Department Head
Job Description	<p>Key Responsibilities and Duties</p> <ul style="list-style-type: none"> • Software Development <ul style="list-style-type: none"> ○ Design, code, test, and deploy applications using approved programming languages and frameworks. ○ Develop system modules, APIs, dashboards, and databases as required. ○ Conduct system analysis and document workflows, technical specifications, and user requirements. • System Maintenance & Support <ul style="list-style-type: none"> ○ Troubleshoot and resolve software bugs, performance issues, and integration problems. ○ Perform routine system updates, patches, and enhancements. ○ Provide technical support to end-users and coordinate with relevant teams for issue resolution. • Database Management <ul style="list-style-type: none"> ○ Develop and maintain database schemas, stored procedures, and optimization scripts. ○ Ensure data integrity, security standards, and backup procedures are implemented. • Quality Assurance <ul style="list-style-type: none"> ○ Conduct functional, performance, and security testing of software products. ○ Review code for quality, consistency, and adherence to organizational standards. • Documentation & Training <ul style="list-style-type: none"> ○ Prepare complete technical documentation for all developed applications. ○ Train end-users on new systems, features, or updates where required. • Cybersecurity Compliance <ul style="list-style-type: none"> ○ Implement security practices in software design and coding. ○ Ensure applications comply with organizational ICT and cybersecurity policies. • Technical Skills <ul style="list-style-type: none"> ○ Proficiency in languages such as Java, Python, PHP, JavaScript, C#, SQL (specify as needed). ○ Knowledge of frameworks (e.g., Laravel, Django, .NET, React, Angular). ○ Strong understanding of database systems (MySQL, PostgreSQL, Oracle). ○ Familiarity with version control tools (Git), CI/CD pipelines, and SDLC methodologies. • Other Responsibilities <ul style="list-style-type: none"> ○ Assist in ICT-related projects and tasks as assigned by the supervisor.

CORPORATE OFFICE AND BUSINESS UNITS: PHUNTSHOPELRI (GOMTU)

DZONGKHAG: SAMTSE, BHUTAN

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	<ul style="list-style-type: none">○ Perform any other tasks assigned by the Head/HoD/CEO.
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-The Management

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