VACANCY NOTICE

Pearl Bank

Pearl Bank is a Commercial Bank whose purpose is fostering prosperity for Ugandans. Our high impact goals are driving sustainable financial inclusion and stimulating entrepreneurship and service. The Bank is growing and giving opportunity for its competent and achievement driven employees as well as the public to fill up the role that has fallen vacant.

POSITION DESCRIPTION

JOB TITLE: SENIOR FULL STACK SOFTWARE ENGINEER

REPORTS TO: MANAGER FULL STACK SOFTWARE ENGINEER

JOB PURPOSE
- The role holder will serve as a technical anchor within the full-stack engineering team, designing, developing, and deploying high-quality, scalable software solutions that form the core of Pearl Bank's digital products, including the Wendi Wallet and customer-facing channels.
- This role combines deep hands-on expertise in modern Java and Python stacks with architectural insight and mentorship responsibilities, driving the successful execution of complex features and the modernization of the bank's technology landscape.

KEY RESPONSIBILITIES /KEY DELIVERABLES

Technical Development & Execution
- Develop robust, secure, and scalable back-end services and APIs using Java (Spring Boot) and Python (FastAPI/Django) as per the defined enterprise architecture and solution designs.
- Build responsive, intuitive, and high-performance front-end applications using modern frameworks (e.g., React with TypeScript).
- Write clean, maintainable, and well-documented code, adhering to the team's coding standards and best practices.
- Implement comprehensive unit and integration tests to ensure code quality and reliability.
- Debug, troubleshoot, and resolve complex technical issues across the full application stack.

Solution Design & Architecture Contribution
- Collaborate with the Senior Enterprise Architect and the Manager, Full Stack Engineering to translate high-level architecture and business requirements into detailed technical designs.
- Provide critical input during technical design reviews, identifying potential risks and proposing optimal implementation strategies.
- Design and implement database schemas (SQL and NoSQL) and data access layers that are efficient and secure.

Mentorship & Team Enablement
- Act as a technical mentor for Full Stack Software Engineers, providing guidance on coding practices, problem-solving, and tool usage.
- Lead by example through code reviews, promoting knowledge sharing and ensuring adherence to quality gates.
- Contribute to the team's technical documentation.

Collaboration & Process Adherence
- Work closely with Business Analysts to clarify requirements and provide realistic technical estimates.
- Partner with QA Engineers to define test strategies and automate testing processes.
- Collaborate with DevOps Engineers to define and optimize CI/CD pipeline requirements, ensuring smooth deployments.
- Interface with Integration Engineers to ensure seamless connectivity between applications and the central WSO2 API platform.
- Actively participate in Agile ceremonies (sprint planning, stand-ups, retrospectives) and contribute to the team's continuous improvement.

Quality, Security & Innovation
- Champion a "security-first" mindset, implementing best practices for authentication, authorization, and data protection in compliance with financial industry standards.
- Proactively identify technical debt and propose refactoring or modernization initiatives.
- Stay current with emerging technologies and frameworks, conducting proof-of-concepts to evaluate their potential application within the bank's ecosystem.

BUSINESS BEHAVIOURS

- **Passion:** Committed to excellence, delivering outstanding results and making a positive impact on our customers and stakeholders.
- **Teamwork:** Collaborates, mutual respect, and diverse perspectives, to achieve shared success and deliver greater value to the Bank.
- **Integrity:** Uphold honesty, transparency, and accountability, ensuring ethical practices in every action.
- **Innovation:** Embrace creativity and forward-thinking, continually seeking new solutions to enhance customer experience and drive business growth.

QUALIFICATIONS, EXPERIENCE AND COMPETENCIES REQUIRED

- Bachelor's degree in Computer Science, Software Engineering, or a related field.
- Minimum of 3 years of professional software development experience with a proven track record in full-stack development.
- At least 2 years of hands-on experience with both Java (Spring/Spring Boot) and Python.
- Solid experience with modern front-end frameworks, preferably React.
- Experience with relational databases (PostgreSQL, MySQL) and understanding of NoSQL databases (MongoDB, Redis).
- Experience with Docker, Kubernetes, and building cloud-native applications.
- Experience in the financial services, FinTech, or a similarly regulated industry is a strong plus.

THE FOLLOWING DOCUMENTS SHOULD ACCOMPANY THE APPLICATION

- Cover letter, Detailed CV, and Copies of academic documents all as one file.

MODE OF APPLICATION
- Online applications addressed to **Chief People & Strategy Officer**, Pearl Bank Uganda.
- Send application to **hr@pearbank.com** with job title as subject.
- Closing Date: **Friday 13th February 2026** at **5:00pm**.
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer

Grow.Prosper