About us…

Cellulant was founded by Ken Njoroge and Bolaji Akinboro in 2002 with its business model initially designed on a napkin. Since 2002, the Cellulant team has learned, adapted, and leveraged their experiences to pivot the business to become the leading payments provider in the Continent. We have 400 staff, are physically present in 18 countries, and provide services in 33 (countries).

Our purpose; Create opportunities that accelerate economic growth for all of Africa

Our mission; Enable seamless payments for businesses, banks, and consumers across Africa

Our evolution over the years, from a digital content business to mobile banking and now to payments has allowed us to build strong relationships and partnerships. We`ve taken our years of experience and assets acquired over the years to provide a payments platform in the continent that focuses on driving merchant business and digital payments for local, regional, and global merchants in the Continent, and digitizing both online and offline payments.

You can read more about us and our Group leaders and Country Champions by making use of the embedded links on this profile.

At Cellulant we are not all that hung-up on titles, but we know that it is important to one's career and personal growth. **The designation for this role is:**	**Tech Lead**
This role is **located in:**	**Nairobi Kenya, Or Anywhere in Africa.**
Here are a **short description** of the role and some high-level requirements:	As a tech lead, you own the end-to-end delivery of a critical component or set of applications in our payments products. You lead the team from design, release, and maintenance of the software. You lead a team of 3 - 7 engineers owning the full lifecycle of a product.

ONE **Company Platform Mission**

This particular area at Cellulant is led by: Your key relationship and stakeholders across the business are:	**Reports to:** **Engineering Manager** **Key relationship and stakeholders:** - Other tech leads. - Members of the scrum team - developers(different levels), QA - Product Owner - Project Managers - Platform engineering - Security engineering - UX designers - Software Architects
Your core responsibilities in this role will include the following: We strive to keep things simple yet connected, so expect to be stretched and challenged to work outside of your comfort zone and core tasks from time to time.	- Lead the team to develop end-to-end software products to help businesses from different verticals create a suite of payment products. - Collaborate with Product Managers, Designers, and other disciplines to explore the next iterations of the product/set of assigned products. - Connect with businesses directly to understand and develop solutions for their Jobs-to-be-done. - Leverages fluency in technical languages, operating systems, application programming interfaces, and troubleshooting (Java, React, Javascript, design patterns) to guide the team in delivering software - Acts as the "technical product owner" in owning Tech Debt and planning and Discovery on technical deliverables.
In order to be successful in this role, it will be to your advantage to have **some of the following knowledge and experience:**	**Must have experience:** - 5 years+ experience in building software in a fast-paced industry with experience with Java, Javascript, REST APIs, SQL. - 1yr+ of technical leadership. - Attention to scalability, resiliency, and building high-performance transactional systems. - Strong knowledge of data structures and algorithms, proficient in at least one coding language, including but not limited to Python, Go, Javascript, Java, C++. - Scrum master certification and experience working with Agile software development approach. - A deep understanding of building cloud-native applications and applying DevOps principles and CI and CD in delivering software. **Experience that will count in your favor:**

	- Work experience with Monetization Products and/or with a vertical industry (including Ecommerce, Retail, Auto, Travel, Financial Service, Entertainment, Local Business, and Gaming). - Work experience in the payment industry building to end-user experience products. **Nice to have experience:** - Enhancing product experience using machine learning and AI. - PCI DSS compliance and application design.
We are intent on the opportunity we will do so with passion, focus, and intellect, **therefore the following qualifications, skills, and personal attributes** will be highly advantageous	**Qualification:** - Bachelor's degree or above, majoring in Computer Science or related fields. **Skills:** - Excellent communication skills. - Excellent interpersonal skills **Personal attributes:** - Develops and maintains positive working relationships with others - Shares ideas and information - Assists colleagues unprompted - Takes pride in the achievement of team objectives. Other elements may include e.g. - Has credibility with peers and senior managers - Self-motivated – driven to achieve results - High customer service ethic – is passionate about meeting customer expectations and improving service levels. - Keeps pace with change – acquires knowledge/skills as the business develops

Qualifications and the right experience are very important but so is it to fit into our culture that is underpinned by our values.

We are not just looking for anyone, we are looking for the right one.

If you have a mix of the following, you will feel welcome and a sense of belonging here:

Aligned with Cellulant's core purpose and vision: We are a purpose-driven organization that puts our customers first, not just in our mission but in practice. Our culture reflects this. If 'customer delight' resonates with you, if it is something you constantly strive for, then you will find it easy to become part of our organization and team. We love what we do, and our environment is engaging and challenging but also fun. If our aspirations and purpose do not resonate with you, you won't enjoy working here and won't produce exceptional results for yourself or us.

Values & respect: Cellulant operates with mutual respect and dignity. Whilst we want super-star contributions and attitude we do not tolerate or promote super-star behavior. Be authentic and genuine. We do what we say, we say what we do, and provide full transparency to our customers and colleagues. We are a down-to-earth and well-grounded bunch and are secure in our abilities, which is evident in our work and our almost two decades history.

Collaboration: Teamwork is critical as it brings the best out in us and helps us stretch and grow as peers, nurture and retain our talent and innovate for our customers. Collaboration is one up from teamwork; here we work together towards a common goal: "to create opportunity" for our customers and our colleagues. It means setting aside our egos and opinions and allowing space for the diversity of opinions, ideas, and suggestions of colleagues.

Leadership in all we do: We are focused on creating opportunities for all. An audacious goal. It requires courageous leadership of self, peers, and teams. Without direction, we will drift, and our teams will drift. We move ahead by boldly leading, respectfully challenging, setting the example for our industry, our peers, and our teams.

Technical excellence across our business portfolio: We run a precise and data-driven business. We base decisions on facts, not feelings or industry practices. If you are in command of your domain and you strive for excellence in "your space" then you will fit in very well with us.

Problem-solving skills: The ability to provide simple, practical solutions to complex challenges. You need to be an independent thinker who can see things differently and get to the root cause of issues quickly. Equally, you need to be able to assist team members with their problem-solving abilities and instill a mindset that will enable solutions and constant improvement.

High energy & motivation: As a disruptive, agile organization we need to be substantially better than our competition. Here in Cellulant you will have to have a lean mindset and manage our operations and your business domain with that in mind. This mindset requires high energy and resilience. If you regard yourself as a high performer and an A-player, then this culture will suit you well.

	A structured organized, and growth-mindset mentality: We rely on your ability to structure and organize yourself in a way that contributes to our day-to-day success. We rely on your ability to transfer knowledge and skills to team members, to give them the benefit of your knowledge and skills gained elsewhere, and help them speed up and expedite their own growth and thinking. **Handle pressure, learn and reflect:** Cellulant is a high-performance demanding environment. This must suit you. We all make mistakes but must be willing to admit to mistakes, reflect on them and learn, so we improve rather than perpetuate the same mistakes.
Our values and guiding principles will give you a good idea of whether you will fit in with us and feel a sense of belonging:	**Our values:** ● Customer Delight - Whatever it takes ● Keep it Simple - Keep it Connected ● Lead with Courage **Our Guiding Principles:** ● Transparent ● Relatable ● Audacious ● Dependable ● Excellence

How to apply; Send your applications to **jobs@cellulant.io** with the subject Tech Lead.