

Druk Holding and Investments Ltd.
Terms of Reference
Sr. Manager/Manager (DevSecOps), NDI Project, InnoTech Department

The Bhutan National Digital Identity project is seeking an energetic, creative, collaborative, and highly motivated DevSecOps engineers to join our team as we enter the next phase of product development. If you love innovation, here's your chance to make a career of it while helping to advance the Bhutan digital identity ecosystem.

Reporting to the project director, the DevSecOps engineer will be responsible for developing and maintaining our software delivery pipeline and work closely with developers to implement continuous testing and integration. Implement modern best practices, improve development cycle time, and provide fast and relevant feedback to the development team's rest.

We are looking for DevSecOps in various specializations: C++, Desktop App Development, iOS App Development, Android App Development, and SaaS. If you are fascinated by technology and innovation, brilliant at multitasking, ready to tackle new challenges on a daily basis and enjoy working in a fast-paced environment alongside bright and energetic individuals, we would love to meet you!

Specific Duties and Responsibilities:

The DevSecOps will be tasked with a wide range of activities related to developing and maintaining related tasks. Regular responsibilities include but are not limited to:

- Be part of a team (vendors and local team) working on the software delivery pipeline across various platforms and programming languages.
- Guide the company's software delivery processes to provide relevant and faster feedback, and be more robust.
- Implement test cases to increase code coverage and robustness of the application.
- Build tools to automate operations and enhance productivity.
- Design workflows to formalize repeatable processes.
- Collaborate with other members of the company and vendors to ensure seamless integration of the company's products.
- (Senior) Mentor others on CI and DevSecOps best practices & methodologies.

Qualification & Experience Requirement:

- If applying for Sr. Manager position, candidates must have Master's degree in related fields and Bachelor's degree in Computer Science or related fields with a min. of 50% aggregate in bachelor's degree. Min. of 5 years of relevant work experience (excluding the study period).
- If applying for Manager position, candidates must have Bachelor's degree in Computer Science or related fields with a min. 50% aggregate. Min. of 5 years of relevant work experience (excluding the study period). Min. of 3 years of relevant work experience (excluding the study period) if the applicant has Maters degree.

Preferred traits:

- Motivated self-starter who is quick to adapt and work with minimal supervision
- An active and keen learner who keeps up-to-date with industry trends
- Ready to travel
- Excellent problem solving and analytical skills with the ability to think strategically about how to synthesize customer feedback into design opportunities;
- Strong computer skills;
- Able to make pragmatic decisions;
- Confidence to present and explain ideas to clients and colleagues;
- The ability to grasp client needs and consider practical solutions;
- The ability to pay attention to detail;
- The ability to balance work on several projects at a time;
- Good teamworking skills;
- Flexibility;

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- An awareness of the competitive business environment in which they work;
- A matter-of-fact approach when ideas are rejected;
- Good time management and organizational skills.

Skill Requirement:

- Familiar with programming languages in your relevant specialization e.g., C++, Kotlin / Java, Swift / Objective C
- Experience with Python
- Excellent debugging and problem-solving skills
- Good technical communication skills
- Knowledgeable in version control systems e.g., Git/SVN/Perforce
- (Senior) 3-5 years working experience and delivered working CI workflows

Good to have:

- Experience in automation tools like Puppet, Ansible
- Experience in CI tools like GitLab CI, Jenkins, Bitbucket Pipelines, CircleCI
- Experience in dashboard creation using tools, eg. Grafana or web frameworks, eg. Dashing
- Experience in Package managers like npm, Carthage, Conan, Maven
- Experience in containerization/virtualization technologies like Docker, Vagrant
- Experience in deploying apps to cloud services like AWS, Azure
- Experience in logging and monitoring tools like ELK stack
- Familiar with the modern Application Delivery Lifecycle
- Experience in other languages apart from your specialization, e.g., C++, Objective C, Swift, Java, Gradle, Kotlin, Ruby

Other requirements

- DHI application form.
- Curriculum Vitae (CV).
- 2 referrals/recommendation letters from non-family related referees.
- Copies of (1) Degree Certificates, (2) Academic Transcripts, (3) Security Clearance Certificate (online), (4) Medical Fitness Certificate, and (5) Citizenship Identity Card.

Employment Type

- Senior Manager will be appointed on contract for 4 years.
- Manager will be appointed as a regular employee.

Salary & Others Benefits

- Salary and benefits shall be fixed within the existing DHI pay scales & in line with the DHI Service rules.