

<b>JOB TITLE</b>	<b>DATABASE MANAGEMENT ENGINEER</b>	
<b>JOB OBJECTIVES:</b>		
<ul style="list-style-type: none"> <li>To drive a support framework that improves operational excellence and efficiency across all business units thereby aligning IT to the overall business objectives.</li> </ul>		
<b>DEPT/DIVISION:</b>	<b>REPORTS TO:</b>	<b>SUPERVISES:</b>
Information Technology	Team Lead, Database Management & Application Support	
<b>RELATIONSHIPS:</b>		<b>GRADE:</b>
End-Users		
<b>JOB RESPONSIBILITIES:</b>		<b>KEY PERFORMANCE INDICATORS:</b>
<b>Database Management</b> <ul style="list-style-type: none"> <li>Ensure performance, security, and availability of databases with procedures such as database upgrade, backup &amp; recovery, migration, and maintenance plan.</li> <li>Knowledge of best practices when dealing with relational databases and data warehouses.</li> <li>Responsible for configuration of database engines, troubleshooting common database issues, and data store partitioning when necessary.</li> <li>Responsible for database performance tuning and optimization using industry-standard tools.</li> <li>Responsible for supporting end-users and acting as a first-line maintenance engineer in executing database-related application-specific issues.</li> <li>Responsible for database documentation, including data standards, procedures, and definitions for the data dictionary.</li> <li>Work with other developers to debug and fix major application issues.</li> <li>Strong knowledge of database architecture and design principles.</li> <li>Fluent in SQL Programming.</li> </ul>		<ul style="list-style-type: none"> <li>% core business applications availability</li> <li>Successful daily execution of backup maintenance plan for business-critical databases</li> <li>TAT on Issue Resolution/User -Support</li> <li>% of resolved issues</li> <li># of Cost Saving Initiatives Implemented</li> <li>% Training Evaluation</li> <li>(Internal) Customer Feedback</li> </ul>
<b>COMPETENCE REQUIREMENTS</b>		<b>APPLICATIONS &amp; TECHNOLOGY</b>
<b>FUNCTIONAL</b> <ul style="list-style-type: none"> <li>Critical Thinking, Problem Solving and Analytical Skills</li> <li>Strategy Development and Execution</li> <li>Good Knowledge of Technology (lending applications)</li> <li>Results focused</li> <li>Operations &amp; Maintenance</li> <li>Planning &amp; Organisation</li> <li>Project Management</li> <li>IT Database Management</li> </ul>	<b>BEHAVIORAL</b> <ul style="list-style-type: none"> <li>Mentoring and Supervision</li> <li>Leadership, Influencing and Negotiation</li> <li>Continuous Learning &amp; Improvement</li> <li>Self-Assured, Confident and Assertive</li> <li>Effective Communication Skills</li> <li>Accountability</li> <li>Attention to details</li> </ul>	<ul style="list-style-type: none"> <li>Microsoft Word, Excel and PowerPoint</li> <li>HR Flex</li> <li>Microsoft Navision</li> <li>Crelend</li> <li>Mosulend</li> <li>NimbleX</li> <li>Mambu</li> </ul>
		<b>WORK CONDITIONS</b>
		<ul style="list-style-type: none"> <li>A typical work environment in financial services.</li> </ul>
<b>JOB SPECIFICATION</b>		
<b>Educational Qualification</b>	<ul style="list-style-type: none"> <li>A first degree in Computer science or any related discipline is required</li> </ul>	
<b>Professional Qualification</b>	<ul style="list-style-type: none"> <li>ITIL</li> </ul>	
<b>Desired Experience/ Knowledge</b>	<ul style="list-style-type: none"> <li>3 to 5 years' experience in a similar capacity.</li> <li>Experience in FinTech development is preferred.</li> </ul>	

**APPROVAL**

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**PEOPLE MANAGEMENT**