



VACANCY NOTICE

Applications are invited from suitably qualified candidates to fill in the following positions that have arisen within the Zimbabwe Revenue Authority (ZIMRA) – an equal opportunity employer.

DIGITAL INNOVATIONS MANAGER: ICT Level 7 (1)

Duties and Responsibilities

- Operationalisation of the ICT Development Innovation Hub.
- Championing Development and technical training of the Graduate Trainees and working with and through them to chain out innovative solutions for the Authority.
- Implement a variety of creative techniques and processes to increase the efficiency and productivity in Authority's processes
- Observe the Authority's standard processes and operations to identify areas of improvement
- Research on new trends within tax administration to enable the Authority to stay up-to-date on technology advancements
- Gather user requirements, analyse and propose a digitisation roadmap which include process improvement resulting in operational efficiency, optimisation and improved service level
- Supervise the long-term innovation strategies to determine necessary changes and review the Authority's progress.
- Assist team members with enhancing their skills and innovative techniques to improve design thinking.
- Monitoring, analysing and communicating innovation metrics to senior management to seek opportunities to improve the company's innovative performance
- Introducing new tax administration and support services for internal and external customers
- Any other duties as assigned by the incumbent's superiors

Job Skills and Competencies

- Ability to work under immense pressure and beyond stipulated hours.
- Knowledge of automation, collaboration and transaction management tools
- Knowledge of software development platforms. Good organizational, people and time management skills.
- Good communication and strong interpersonal skills.

Qualifications and Experience

- BSC in Computer Science/ Information Systems/Business Studies and Computer Science or equivalent is required
- Minimum 6 years' post qualification experience in ICT industry working on Enterprise software development is required
- A software developer certification is required
- A certification in innovation management is an added advantage.
- Knowledge of OOP principles and Agile programming methodology
- A Clean class 4 driver's licence

SYSTEMS DEVELOPER-SINGLE WINDOW SOLUTION: ICT – LEVEL 8 (3)

Duties and Responsibilities

- Manage the design, development and implementation of new Single Window solution, integrations and software application upgrades
- Manage the business process improvement and reengineering before application development efforts.
- Developing programs using JAVA, JAVA based technologies to resolve business requirements as assigned by Superior.
- Writing well designed, testable and efficient code
- Modifying existing programs in line with changing business requirements or to fix bugs in the programs
- Adherence to the Authority's software development standards
- Developing integration solutions for internal and external systems
- Provides support to issues raised by end users

Job Skills and Competencies

- Ability to work under immense pressure and beyond stipulated hours.
- Knowledge of modern development frameworks and upplatforms.
- Good organizational, people and time management skills and sound knowledge of contracts management.
- Good software development acumen and abilities
- Good communication and strong interpersonal skills.
- A team player who is innovative and analytical

Qualifications and Experience

- At least Bachelor's degree in Computer Science / Information Systems or equivalent.
- Must be at least an Oracle Certified Associate- Java Developer.
- At least 2 years' experience of software development within a Java Enterprise environment
- Knowledge of Linux OS, Oracle Database is a must
- Knowledge of Progressive JavaScript Framework such as Vue.js, Web Framework like Struts/ Spring, Service oriented Architecture or Web Services – SOAP or REST, Web Technologies like HTML, CSS is an added advantage
- Knowledge of Agile Software Development and the software Development Life Cycle Methodologies
- Knowledge of communication services such as ActiveMQ and RabbitMQ is an added advantage
- Knowledge of ASYCUDA System Development is an added advantage
- Clean Class 4 driver's licence

SYSTEMS DEVELOPER-TAX AND REVENUE MANAGEMENT SOFTWARE: ICT – LEVEL 8 (3)

Duties and Responsibilities

- Manage the design, development and implementation of new Tax and Revenue Management software application, integrations and software application upgrades.
- Manage the business process improvement and reengineering before application development efforts.
- Developing programs using JAVA and PostgreSQL database to resolve business requirements as assigned by Superior.
- Writing well designed, testable and efficient code
- Modifying existing programs in line with changing business requirements or to fix bugs in the programs
- Adherence to the Authority's software development standards
- Developing integration solutions for internal and external systems
- Provides support to issues raised by end users

Job Skills and Competencies

- Ability to work under immense pressure and beyond stipulated hours.
- Knowledge of modern development frameworks and platforms.
- Good organizational, people and time management skills and sound knowledge of contracts management.
- Good communication and strong interpersonal skills.
- A team player who is innovative and analytical

Qualifications and Experience

- At least Bachelor's degree in Computer Science / Information Systems or equivalent.
- Must be at least an Oracle Certified Associate- Java Developer.
- At least 2 years' experience in Software development for a Java Enterprise Environment
- Knowledge of Windows, Linux Operating Systems and Database systems is a must.
- Knowledge of Progressive JavaScript Framework such as Vue.js, Web Framework like Struts/ Spring, Service oriented Architecture or Web Services – SOAP or REST, Web Technologies like HTML, CSS, JavaScript and JQuery, Markup Languages like XML and JSON is a must.
- Knowledge of Agile Software Development and the software Development Life Cycle Methodology
- Knowledge of communication services such as ActiveMQ and RabbitMQ is an added advantage
- Knowledge of ASYCUDA System Development is an added advantage
- Clean Class 4 driver's licence
- Possess strong business ethics

LEGAL OFFICER – COMPLIANCE, LEGAL SERVICES – LEVEL 8 (2 POSTS)

Duties and Responsibilities

- Providing timely advice and support for legal compliance issues;
- Ensuring legal compliance risks are identified and appropriately mitigated;
- Anticipating the impact of regulatory developments and timeously communicate their impact to the Authority;
- Contributing to the effective management of legal compliance risks;

- Providing guidance on the proper application and interpretation of laws and regulations affecting compliance of the operations of the Authority;
- Ensuring proactive and timely monitoring, identification, dissemination and advice on compliance and regulatory developments, changes and practices and associated risks;
- Ensuring adequacy of controls to mitigate legal and compliance risks and roll out compliance policies and procedures;
- Establishing and maintain effective processes, including training, advice, and support, to ensure that compliance policies, procedures and standards are timeously and effectively implemented;
- Implementation of a Legal Compliance Monitoring Programme and ensure timely conduct of legal compliance reviews;
- Identifying areas of non-compliance and breaches of applicable laws and proffer remedial solutions;
- Ensuring that the Legal Compliance function works effectively and proactively with the compliance teams within the divisions of the Authority to identify, manage and mitigate all compliance risks;
- Developing legal compliance documentation in line with the requirements of the Public Entities Corporate Governance Act and any applicable legislation;
- Participating in the National Works Council and the National Employment Council meetings and providing legal advice on matters arising therein;
- Performing any other duties as may be assigned by the Head Advisory and Compliance.

Job Skills and Competencies

- Ability to work under pressure; both independently and as part of a team.
- Ability to communicate at all levels;
- Ability to work both independently and as part of a team;
- Computer literacy;
- Unquestionable integrity.

Qualifications and Experience

- A First university degree in Law or Tax or Customs or equivalent;
- At least 1 (one) year post qualification experience in a tax, compliance or customs environment;

ICT INNOVATION HUB- GRADUATE TRAINEE: ICT – LEVEL 13

Duties and Responsibilities

Undergo a graduate Trainee program under ZIMRA ICT Development Innovation Hub and develop capabilities to undertake the following among others:

- Developing solutions using JAVA, C# .net and various database systems to resolve business requirements as assigned by the Manager.
- Modifying existing solutions in line with changing business requirements or to fix bugs in the solutions.
- Developing integration solutions for internal and external systems
- Developing Web-based portals, web-applications and Mobile applications using the latest techniques
- Provides support to issues raised by end users
- Developing Innovative solutions that will modernize the Authority's operations

Job Skills and Competencies

- Ability to work under immense pressure and beyond stipulated hours.
- Good communication and strong interpersonal skills.
- A team player who is innovative and analytical

Qualifications and Experience

- At least Bachelor's degree in Computer Science / Information Systems or equivalent.
- Knowledge of JAVA, or C#.net language is a must
- Knowledge of JSP/ Servlets, Web Frameworks like Struts/ Spring, Service Oriented Architecture/ Web Services- SOAP or REST
- Web Technologies like HTML, CSS, JavaScript and JQuery, Markup Languages like XML and JSON is a must
- Knowledge of Agile Software Development and the software Development Life Cycle Methodologies
- Knowledge of Microsoft BizTalk or any other Enterprise Integration technology is an added advantage.
- Possess strong business ethics
- Clean Class 4 driver's licence is an added advantage

Interested candidates should submit applications, accompanied by a detailed Curriculum Vitae by **24 July 2022**. All applications should be emailed to ZimraRecruitment@zimra.co.zw clearly stating the position applied for and addressed to:

**The Director Human Capital
Zimbabwe Revenue Authority
6th Floor ZB Centre
Corner First Street / Kwame Nkrumah Avenue
P. O. Box 4360
HARARE**

Please note that only shortlisted applicants will be responded to.

