Job Description
Full Stack Developer (Senior/Mid-Level)

NEERMAN is a niche yet highly reputed research firm that conducts rigorous evaluations, provides M&E advisory services, helps set results-based-monitoring systems, and conducts field surveys in water-sanitation, nutrition, child safety, public health, agriculture, gender, education sectors. Majority of NEERMAN's research is based on high-quality primary data which we ourselves collect or get collected from small-scale survey agencies. Therefore, high-quality data (reliable, accurate, timely, useful, theory driven) is at heart of everything we do. We primarily work with leading international organizations such as the World Bank, the Asian Development Bank, UNICEF, and international universities but we are expanding our portfolio to India-based CSRs, NGOs, social enterprises also. More information is available on our website www.neerman.org.

How is working at NEERMAN?
After building a solid foundation for transparency, quality and rigor of research, NEERMAN has put in place an ambitious plan to drive growth of the organization driven by technology and cutting edge data science. Staff with necessary hard and soft skills and more importantly with a growth mindset to take challenges and deliver will be an engine of this growth.

NEERMAN offers flexible work hours (including hybrid and work at home) as reward for those who display responsibility, accountability, and productivity without constant supervision. We maintain a welcoming and friendly work environment in office. We value work attitude and ethics highly (collaboration, humility, accountability, prompt and clear communication) and discourage sycophantic and do-as-told attitude. We encourage our colleagues to constantly upgrade their skills and find ways to do things better and faster with help of technology and upgrading skills with trainings. NEERMAN therefore invests and encourages you to invest in your continuous capacity development. We have performance driven incentive and growth plan for all staff. Your incentives depend on how well you achieve your core key-results-indicators, 360-degree assessment by your peers and performance of your team and ultimately the company. Professional growth at NEERMAN can be rapid if you demonstrate higher levels of skills, knowledge, and ability beyond your position's expectations. The salary and benefits at NEERMAN are competitive and commensurate with industry standards. We believe in work-life balance and have 5-day work week. We provide training in time management to help you complete the assigned tasks within the work week.

Key Responsibilities
- Work with non-IT data and research teams to ideate software solutions for internal and external use
- Lead the entire software development process from conception to deployment (you can hire external consultants for complex or special tasks).
- Build the front-end of website architecture and applications through appealing visual design
- Develop back-end website applications and server-side databases and architecture.
- Create security and data protection settings
- Staying abreast of developments in web applications and programming languages.
- Build features and applications with a mobile responsive design and develop APIs
- Troubleshoot, debug, update and maintain existing software
- Writing technical documentation and use manuals
- Manage IT services vendors of NEERMAN who provide hardware maintenance, software troubleshooting, internet etc services with help of administrative manager
- Participate in strategic discussions on using technology at NEERMAN

innovation and research to help you improve lives

3, Mahendra Industrial Premises
Road No 29, Sion (E), Mumbai 400 022, India

www.neerman.org
Email: research@neerman.org

Tel: +91-22-24021757
Fax: +91-22-24021758

RBP
Group of companies

Technical Skills

We provide a range of options for tech platforms, programming languages, and servers. It is not necessary that you are proficient in all of them, but you should be aware of their pros and cons.

- Bachelor's degree in computer science, computer engineering, or related fields, or MCA.
- Certificate courses to upgrade knowledge on full stack development, hardware, data science etc outside of the degree course
- Proven experience as a Full Stack Developer or similar role for **at least 3 years (mid-level) or 8 years (senior)**
- Familiarity with common web development tools and services, such as version control software, package managers, CI/CD pipelines, common programming design patterns, UI/UX and basic prototype design
- Understanding of non-functional features, such as security, automation, testing, performance, and optimisation, responsiveness, user experience
- Familiarity with common stacks and with frameworks such as Angular JS, React, Amber, Vujes, and Backbonjes with ability to compare and contrast them
- Proficiency with front-end web programming languages, such as HTML, CSS, JavaScript, XML with ability to render server-side and client-side content
- Proficiency with backend frameworks such as Django, Spring, .Net, Express.js, or Rails as well as backend languages such as PHP, Java, C#, Ruby, or Python
- Proficiency with DBMS systems such as SQLServer, MySQL, Oracle, MongoDB as well as caching technologies like Redis, Memcached, and Varnish.
- Knowledge of Nginx or Apache servers and having a strong Linux foundation
- Solid knowledge of Amazon Web Services to set up servers, storages, installing software, dockets, etc and manage them for speed, cost-effectiveness.

Soft Skills

- A willingness to learn and having a growth mindset.
- Capacity to adapt to new technology, concepts, and work environments
- Strong time management and project management skills.
- Good communication and teamwork skills
- Great attention to detail with an analytical mind and problem-solving capabilities

Career Progression Opportunity

NEERMAN is not a traditional IT or tech-based company and mainly consists of social scientists, data analysts, economic and policy experts. We are taking a huge bet on technology to drive the next growth phase. Therefore, this advertised position has substantial opportunity to eventually move towards a CTO position but also inform the strategic direction NEERMAN takes with technology along the way. You will have freedom to experiment. However, we do seek lateral thinking, ability to understand the research-evaluation-data business NEERMAN is in, ability to ideate and actual execute technology ideas within time and allocated budget. Therefore, this position is deal for someone who is not looking for a job in a typical IT company but is passionate to transform non-IT business with technology. However, this passion must be matched with potential and skills to deliver.

Job Location: Position is based in Sion (East), Mumbai, but for exceptional candidates, hybrid work is possible.

CTC Range: INR 5-11 Lacs (depending on skills, experience, education); higher CTC possible for exceptional candidates.

Interested Candidates Please [Apply Here](#)