

INTEGRITY COMMISSION

CAREER OPPORTUNITY

Programmer/Web Developer

Job Summary

The Integrity Commission invites eligible candidates to submit applications for the position of Programmer/Web Developer. The incumbent is accountable to the Manager, Application Development, for the effective and efficient development of software, based on requirements, solution design and general business needs. This is accomplished via development on various application platforms and the integration of interoperable components. The software solutions created will be within the mandate of the Integrity Commission's Act and will ensure the Entity achieves its Mission and Vision in a sustainable manner.

The Incumbent's Operational RESPONSIBILITIES will include, *inter alia*, to:

Major Responsibilities

1. Analyzes design/technical specifications and determine coding, programming, and integration activities required. This determination will be made based on general objectives and knowledge of overall architecture of product or solution.
2. Collaborates with IT team members to establish objectives and design more functional, cohesive code to enhance the user experience.
3. Writes well designed, testable, efficient code within deadlines, by using software development best practices.
4. Integrates online applications with data from various back-end services and databases.
5. Compiles and analyzes data, processes, and code from existing applications to troubleshoot problems and identify required features and areas for improvement.
6. Produces technical documentation for software developed and subsequent revisions, documentation of source code to accurately represent software design and logic.
7. Conducts and participates in code reviews to evaluate logic, efficiency and compliance with standards.
8. Develops or validates test routines and schedules to ensure that test cases mimic external interfaces and to ensure responsiveness and efficiency.
9. Ensures solution is consistent across various user platforms including but not limited to multiple operating systems, browsers, devices and network speeds.

10. Assists with hands-on solution design, solution architectures, architecture roadmaps, proof-of-concepts, prototype creation and development tasks as required in support of current and new projects.
11. Develops visually appealing User Interfaces (UIs) for all in house developed software, including translating designer mock-ups and wireframes into usable software interfaces.
12. Analyzes design/technical specifications and determine coding, programming, and integration activities required based on general objectives and knowledge of overall architecture of product or solution.
13. Generates technical documentation for software solutions.
14. Generates basic user instructions for software solutions.
15. Structures and conducts user training for deployed software systems.
16. Ensures data is stored according to the Laws of the Land, Integrity Commission Policies and Information Technology best practices.
17. Assists the Systems Unit with the configuration and maintenance of scripts to automate data backup from external websites to internal repositories in accordance with disaster recovery protocols.
18. Assists stakeholders to define and resolve problems in running computer programs.
19. Performs any other related duties that may be assigned from time to time by the Director.

Minimum Required Qualifications and Experience

- Undergraduate Degree in Computer Science, Management Information Systems, or other related field, or
- Formal Training in Software Development
- Minimum of three (3) years' experience in a similar position, preferably in a Public Sector Organisation.

Other Desirable Qualifications & Experience that would be an asset

- Certification in a programming environment or platform
- Certification in a database environment or platform

- Certification in an Operating System environment or platform
- Project Management Certification
- Business Analysis Certification
- Agile Development Certification
- Business Process Modelling Certification

Desired Skills & Competencies

- Shares the Commission's values, mission and vision.
- Stakeholder engagement skills.
- Familiarity with at programming languages especially scripting languages: Python, PHP, JavaScript, Java, ASP.NET.
- Excellent Problem Solving Skills - ability to make timely assessment of situations and provide viable solutions/options.
- Ability to communicate with persons of varied Information Technology competencies in both written and oral formats and to deal effectively.
- Familiarity with version control systems and best practices.
- Ability to represent process of varied complexity in a simple, easily understood, nontechnical manner.
- Anticipates and solves problems and takes advantage of opportunities.
- Ability to inspire confidence of others, command respect of others and to respect the dignity of others.
- Proficiency in the use of Microsoft Office Suites.
- High level of confidentiality, honesty and integrity.
- Works on own initiative, trustworthy and result oriented.
- Effectively plan and manage time.

Specific Knowledge

- Business Analysis Domain.

Working Conditions

- Typical office environment, travel may be required to engage external stakeholders.
- Willingness to work beyond normal working hours as the situation may demand.

EMOLUMENTS PACKAGE

Basic Salary: \$4,266,270.00 per annum

GENERAL

Appointments will normally be on the basis of a Three-year Contract in the first instance, which is renewable based upon performance. A Gratuity of 25% of Basic Salary is payable upon the satisfactory completion of the contract period.

STATUTORY DECLARATION OF ASSETS

Please be advised that, *where applicable*, only persons who have submitted Statutory Declarations of Assets, Liabilities and Income, as required, to the Integrity Commission and the former Commission for the Prevention of Corruption, can be considered for employment to the Integrity Commission.

Applications, along with Curriculum Vitae, must be submitted no later than

Friday, June 19, 2026 at 3:30 p.m. by hand or electronically, by 11:59 p.m. to:

The Human Resource Manager
Integrity Commission
6th Floor Sagicor Sigma Building
63-67 Knutsford Boulevard
Kingston 5

Or email: vacantpositions@integrity.gov.jm

All applications will be treated with the strictest confidence. We regret that only Applicants who are shortlisted will be contacted. Please be advised that the successful candidate will be subjected to background checks.