



Web Frontend Developer (\$300-\$1,500)

Mango Byte Technology Co., Ltd.

Company Profile

We are a web development agency based in Phnom Penh, Cambodia, providing high-quality services to international customers mainly to Japan. This is a start-up company starting with 30 professional engineers built by two Japanese engineers and business professionals. We are eager to develop creative, innovative, cutting-edge technology and businesses such as web service and system, mobile (iOS and Android) application, etc. Any engineers and developers interested in the international-standard business are all welcome.

Job Description

- Designs develop and modify software modules based on functional and system requirements, according to code standards and user interface design guidelines
- Performs program maintenance, modifications, and enhancements to existing applications through programming, testing, documenting and training users
- Contribute clean code to ensure a consistently high-quality standard
- Propose and assess solutions to resolve problems, including identifying and evaluating new technologies and third-party components
- Understand and execute the technical concepts and the client requirements to ensure the high-quality technical solution
- Understand and be able to explain the roles and responsibilities within the Scrum Team and how to work in an Agile environment
- Provide more complicated automated test method and understand the test-driven development concept
- Be able to give accurate rough estimations and point out dependencies between issues

Job Requirement

- Have logical thinking and knowledge of basic mathematical logic
- Knowledge of basic computer science and basic software testing (Whitebox/Blackbox test)
- Can write codes for a few of algorithms
- Knowledge of basic OOP and its essential factors (Not only definition)
- Understand trendy design model patterns such as at least MVC as an application of OOP
- Experience of any programming languages such as node.js/Ruby/PHP/Python/C#/JAVA
- Proficiency in HTML5/CSS3/JS
- Experience of implementing Ajax interfaces on the backend
- Understand SQL commands and ORMs
- High understanding of client's requirements for the business domain of the product
- Can properly design DB structures in accordance with client's requirements

- Can review codes for other developers and understand how to write codes readable
- Love to read books
- High level of English communication

Please tell us your knowledge about each topic above in the interview

Benefit and Working condition

- Working day and time: Flexible
- Holidays: Cambodian national holidays
- Competitive salary and quarterly incentives
- English training program
- Medical and life insurance
- Maternity and paternity leave
- Free office coffee & tea, weekly free cafe coffee (Amazon, etc.), monthly free Pizza
- Yearly company trip
- Innovative Training program (Check Training Materials below for free training materials.)
- Flexible, professional, and international working style and environment at international standard and technology for international business and market

Training Materials

Every developer at Mango Byte can take services below for free for developing your skills.

1. Udemy for business (<https://www.udemy.com>)

Can access to paid 2,000+ courses unlimitedly

2. O'Reilly Safari (<https://www.safaribooksonline.com>)

Can read 40000+ books and watch videos

How to evaluate your performance

We will evaluate every single person of you for each responsibility and goals. We define and set personal goals and responsibilities and we will evaluate your performance with them.

The evaluation should be taken by your productivity and skills first. Then also we evaluate your additional effort and responsibilities when you can be in charge of certain projects, problems, training, and any tasks including learning new technologies, languages, and skills such as clean architecture, realm.js, RxAndroid, etc. Anyone can take any responsibilities and challenges. We will evaluate all and any of your effort and we'll support you all the time.

Career Plan

Junior Developer: < \$400

Developer: < \$600 and performance-linked bonus

Semi Senior Developer: < \$800 and performance-linked bonus

Senior Developer: < \$1,000 and performance-linked bonus

Lead Developer and Associate Technical Manager: < \$1,500 and performance-linked bonus

Junior Developer (under \$400)

Must

- Has basic knowledge about the programming languages that you use in the company
- Understands the specification documentation to implement
- (WEB) Be able to setup LAMP in the local environment
- (iOS) Be able to create a certificate to build iOS app
- Be able to handle a task which is not too difficult
- Be able to review other's codes and make some feedback (at least 3 small issues in an hour)
- Report defects with clear information
- Be able to study things which should be learned for work yourself continuously
- Has cooperativeness working in a team

Optional (but necessary to be promoted to upper position)

- Be curious to get a basic knowledge of Software Programming, Software Engineering and Computer Science
- Be able to study new things by yourself
- Passion and commitment to be grown
- Understands basic of OOP, SQL, and coding on any programming language
- Understands values of Openness, Boldness, Idea, and Independence
- Good attitude with understanding company values of Openness, Boldness, Idea, and Independence
- Pretty good communications in English

Developer (\$400 to \$600)

Must

- Be able to handle all duties and responsibilities of Junior Developer
- Be able to work independently and teamwork
- Has basic knowledge of which is equivalent to or greater than that of bachelor degree of Software Programming, Software Engineering, and Computer Science
- (Backend) Has knowledge to setup LAMP for the production environment
- (Mobile) Has the knowledge to build application binary for production to deliver to customers
- Has self-management skills to arrange situations by proper actions like reporting, informing and asking in a team
- Designs develop and modify software modules based on functional and system requirements, according to code standards and user interface design guidelines
- Performs program maintenance, modifications, and enhancements to existing applications through programming, testing, documenting and training users
- Has basic knowledge of software architectures that we are using on our projects such as BLoC, Clean Architecture, and DDD
- Be able to review other's codes and make more feedback (at least 1 critical issue and 10 small issues in an hour)

Optional (but necessary to be promoted to upper position)

- Be able to coach and mentor Junior Developer
- Be able to discuss technical topics to improve our technical issues with others in English

- Has finished reading the book Clean Code
- Be able to write readable and maintainable codes by following the knowledge of clean and readable codes
- (Backend) Has knowledge about how to write codes if multiple web servers exist in the system for scalability and consistency data between servers
- (Mobile) Has the knowledge to write Fastlane scripts to setup CI environment such as Circle CI
- Able to work under pressure
- Flexible and self-starter
- Has the potential to have better skills and knowledge to be an upper position
- Strong communication in English

Semi Senior Developer (\$600 to 800)

Must

- Be able to handle all duties and responsibilities of Developer
- Should be evaluated as a semi-senior developer from others
- Has higher performance of coding than Developer position
- Has the higher quality of coding than Developer position
- Be able to arrange the schedule to finish tasks on time yourself
- Contributes clean code to ensure a consistently high-quality standard
- Proposes and assess solutions to resolve problems, including identifying and evaluating new technologies and third-party components
- Understands and execute the technical concepts and the client requirements to ensure the high-quality technical solution
- Be able to lead others to think solutions solving problems well
- Strong attention (don't make issues in codes by careless)

Optional (but necessary to be promoted to upper position)

- (Backend) Be able to setup Docker container and write Dockerfile according to the requirement of a project
- Understands highly designing software in accordance with software architecture we adopt
- Has highly values of Openness, Boldness, Idea, and Independence with actual actions and challenges
- Enthusiasm in learning new technology
- Well organized
- Excellent written and verbal communication in English

Senior Developer (\$800 to \$1,000)

- Be able to handle all duties and responsibilities of Semi Senior Developer
- Should be evaluated as a senior developer from others
- Understands and executive leadership to lead the team to succeed projects
- Understands and be able to explain the roles and responsibilities of developers within an Agile environment
- (Backend) Be able to set up multiple containers of Kubernetes in the cloud environment according to the requirement of a project
- Be able to explain the roles and responsibilities of each level of Developer
- Be able to work on the more complicated automated test method and understand the test-driven development concept
- Be able to give accurate rough estimations and point out dependencies between issues
- Strong leadership
- Fluent in English

Lead Developer and Associate Technical Manager (\$1,000 to \$1,500)

- Be able to handle all duties and responsibilities of Senior Developer
- Has respect from other members as a manager

- Has management skill (Schedule, tasks, and member assignation) to control projects
- Has enough results of technical work as a developer
- Be able to decide technology stack for projects
- Handle day by day management of a development team
- Be able to build and manage a better development team
- Ensure to release the software on time
- Be able to communicate with the client to make sure requirements

How to apply

Please send your CV to the email address with the position name you are applying for.

Contact Information

HR Department
recruit@mango-byte.com

Mango Byte Technology Co., Ltd.

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