

JOB DESCRIPTION (JD)

Sun Life Asia Job Evaluation Process

Date:	Manager name:
Job title: <u>Salesforce Principal Developer, Digital Platforms Delivery</u>	Manager title and GCF level: <u>Head of Digital Platforms Delivery, Digital Transformation</u>
Career track: <u>Professional</u>	Department: <u>Digital Platforms Delivery</u>
Job level: _____	BU/Division: <u>Information Technology</u>

Job purpose

Please provide a summary of the purpose and objective of the job.

The Salesforce Principal Developer executes the technical and architectural decisions made by the team leader, helping to problem solve and ensuring team members remain invested and collaborate.

Besides, Salesforce Principal Developer role is analyzing and designing new IT solutions based on Salesforce platform, modifying, enhancing, or adapting existing systems and integrating new features or improvements, all with the aim of improving business efficiency and productivity.

Major accountabilities

Identify 5-6 major accountabilities of the job (not the employee). Describe these accountabilities by what is to be accomplished, how and why. Use action verbs to begin each sentence. Avoid the use of acronyms. Include the approximate percentage of time spent on each accountability. The percentages below should sum up to 100.

- Continuously research, identify business needs, determining, and carrying out necessary processes and practices and competitors in insurance industry. Designing, coding, and implementing customized solutions within the Salesforce platform.
- Build strong relationships between members.
- Effective stakeholder and change management to ensure new technologies are effectively adopted.
- Propose new ways of working and/or improvements to have continuous efficiency improvements.
- Analysis to detect system vulnerabilities that need to be prioritized for fixing.

Specialized knowledge

List specific types of technical or professional skills and knowledge required for the job.

Technical skills:

- A deep understanding and mastery of the Salesforce ecosystem, proficient and hands on with Salesforce deployment
- Strong experience developing in Salesforce CLI, Data loader, Azul JDK, Apex, Visualforce, and JavaScript
- Strong understanding of the various components of MVC, object for design patent
- Strong knowledge of web services (Restful, JSON)
- Strong knowledge of software development process, methodologies, test-driven development
- Strong knowledge in application architecture, design patterns
- Familiar with NoSQL database and relation database, specifically PostgreSQL, SQL Server
- Familiar with DevOps tools and practices (source control e.g. Git, Bitbucket, SVN, Jira, Jenkins ...)
- Familiar with cloud solutions like AWS services (Step Functions, Lambda, Dynamo DB...) is a plus

Soft skills:

- Problem solving
- Critical thinking
- Planning
- Coaching
- Embraces a culture of trust and complete transparency
- Promotes free thought and is energized by ideas from others in team
- Brave and rebellious, willing to challenge status quo
- English Conversation is a plus

JOB DESCRIPTION (JD)

Sun Life Asia Job Evaluation Process

Problem solving

Outline problem solving requirements in terms of how standardized, varied, complex and interdependent problems and issues are typically faced by this job. Provide examples if necessary.

- Strong sense of ownership, accountability, broad perspective when solving problems
- Strong customer service orientation
- Be able to facilitate new processes and standards that could impact working environment / culture
- Work effectively both independently and as part of a team, self-motivated and deadline driven
- Be able to work with other teams to achieve goals.

Education and experience

Indicate the minimum education level and years of relevant experience required to perform the work. Include specific professional designations, licenses, registrations, if applicable.

- University or college degree in IT or equivalent
- At least 3 years' experience of Salesforce development, experience in Life Insurance is a plus

Communication scope

Identify the level and nature of internal and external contacts with whom this job must interact regularly. Describe the reason and frequency of their communication.

- Internal – works closely with project team and respective stakeholders to enable communication. Foster interdepartmental cooperation.
- External – establishes and maintains working relationships with technology suppliers, outsourcing vendors. Develop industry-related professional contacts. Actively participates in industry-related seminars and workshop

Management scope

Total number of direct reports: 0

Total number of staff managed (direct and indirect): 0

Metrics (if applicable)

Finance metrics (revenue, budget managed, etc.): N/A

Sales metrics (type and amount): N/A

Other metrics (specify): N/A

Travel required (express as % of working time): N/A