

NIH NETWORK INNOVATION HUB

NIH Network Innovation Hub, an equal opportunity employer, has the following vacancy for a dynamic and energetic person with Namibian citizenship.

WEB DEVELOPER

Paterson Grade: C3

Job Purpose

To design, develop, maintain, and optimize secure, user-friendly websites and digital resources for the retail, corporate, and banking sectors, while ensuring effective client engagement and high-quality service delivery.

Minimum Qualifications, Education & Experience

- Bachelor's Degree in Computer Science, Software Engineering, Information Technology, or an equivalent tertiary qualification.
- Minimum of 2 years' proven experience in web design and web development.
- Strong practical experience working with PHP frameworks such as Laravel and CodeIgniter.
- In-depth knowledge of PHP, JavaScript, jQuery, HTML5, CSS3, and MySQL.
- Proficiency in version control systems, particularly **GitHub**.
- Solid understanding of database design and management.
- Experience working with at least three Content Management Systems (CMS).
- Valid driver's license.

Skills & Competencies

- Advanced proficiency in **PHP**, JavaScript, HTML5, and CSS3.
- Strong experience with relational databases including MySQL, SQLite, and Microsoft SQL Server.
- Solid understanding of server-side and client-side scripting.
- Experience with database design, querying, and optimization.
- Strong knowledge of responsive web design and cross-browser compatibility.
- In-depth understanding of web security best practices (input validation, authentication, SSL implementation).
- Ability to integrate third-party APIs and external system components.
- Good understanding of web hosting environments and deployment processes.
- Knowledge of SEO principles and performance optimization techniques.
- Familiarity with analytics tools such as **Google Analytics** is advantageous.
- Understanding of graphic optimization and online presentation standards.

Key Performance Areas

- Website Development and Maintenance
- Client Engagement and Satisfaction
- Collaboration and Teamwork
- Technical Skills and Innovation
- Quality Assurance and Security
- Project Management and Delivery
- Administrative Duties and Reporting

Duties & Responsibilities:

- Develop and maintain websites for NIH for both internal and external stakeholders.
- Gather and analyze requirements for new website projects.
- Manage projects from initial client consultation through development, testing, deployment, and CMS training.
- Design and implement responsive, user-friendly, and visually appealing websites.
- Conduct ongoing testing, debugging, and performance optimization to ensure continuous system reliability.
- Research and implement new web technologies, tools, and design trends to enhance functionality and presentation.
- Collaborate with team members throughout the development lifecycle.
- Apply SEO best practices and advise clients on content relevance and optimization strategies.
- Configure and integrate tools such as **Google Analytics** for client websites.
- Deploy websites to live environments once client approval and payment confirmation have been received.
- Monitor website performance and ensure uptime, security updates, and maintenance.

Interested candidates who qualify for the above position can forward their CV with certified copies of qualifications and relevant documentation to:

The Human Resources Department

E-mail: vacancies@nmh.com.na Please write "**WEB DEVELOPER**" in the subject line. For further details on the job requirements and competencies visit: <https://nmh.com.na/vacancies>

Please note: Only short-listed applicants will be contacted. No documents will be returned.

Closing date: 04 March 2026

Interviews: 06 March 2026