Terms of Reference (ToR)

Position: Software Developer - Frontend (Mid-Level)
Deadline: October 17, 2025
Link to Application Form: **https://forms.gle/ZAMJWqi3sZV1sfHF8**

About Us
Open Learning Exchange (OLE) Nepal is a social benefit organization dedicated to enhancing teaching-learning in schools through the integration of technology and to provide uniform access to quality educational materials across different geographic areas and socio-economic strata.

O.L.E. Nepal develops and distributes free educational content, trains teachers to integrate technology in classrooms, implements technology interventions in rural schools, and helps build local capacity in technology and education.

We are a team of social workers, educators, designers, developers, and individuals dedicated to leveraging technology to improve the quality of education in public schools across Nepal. To learn more about our team, visit: https://olenepal.org/our-team/ .

About the Position
The Software Developer will play a critical role in advancing O.L.E. Nepal's digital education platforms including but not limited to E-Pustakalaya, Learning Platforms, and E-Paath. This individual will be responsible for developing user-centric applications that enhance the learning experience, focusing on usability, performance, and accessibility for diverse learners across Nepal.

The role involves close collaboration with UI/UX designers, multimedia developers, and subject matter experts to ensure seamless functionality and engaging educational content. The successful candidate will bring technical design ideas to life, document software processes, and continuously innovate within a cross-functional team. They should be adaptable, eager to learn, and proactive in problem-solving.

Responsibilities:
- Software Development: Execute full lifecycle software development, from planning to implementation, including testing and quality assurance.
- Code Quality: Write well-designed, efficient, and testable code while adhering to best coding practices.
- Software Integration: Integrate software components into a fully functional system, ensuring smooth interaction between front-end and back-end technologies.
- User Interfaces: Implement responsive, high-performance user interfaces with a strong focus on accessibility and usability across different devices and platforms.
- Collaboration: Work closely with product managers, designers, and backend developers to translate requirements into technical specifications and ensure seamless development workflows.
- Debugging & Troubleshooting: Analyze and debug web applications to improve performance, fix bugs, and resolve cross-browser compatibility issues.
- Code Review & Development Practices: Participate in code reviews, sprint planning, and architectural discussions to maintain high code quality and adherence to standards.
- Localization: Implement localization and translation mechanisms to support multiple languages within the apps.
- Release Coordination: Work with the DevOps or System Admin teams to facilitate both online and offline version releases of the applications.

- User Testing: Participate actively in user testing activities throughout the entire software development lifecycle, ensuring that user feedback is effectively gathered, analyzed, and incorporated into iterative improvements of the system.
- Field Work Support**:** Travel to project locations based on project needs, working as part of a team to conduct studies, user tests, learning assessments, and other field implementation related activities in project schools in various regions of the country.

Requirements:
- Relevant Experience: Minimum of 2 years of proven experience with JavaScript and React technology, including experience in JavaScript Frameworks like Jquery, React, and Next.js, as well as Redux.
- Educational Background: Formal education in Computer Science, Information Technology, or an equivalent field is beneficial but not mandatory. Significant relevant practical experience and ability to demonstrate required skills can substitute for formal education.
- Web Development Skills: Expertise in web markup languages (HTML/HTML5, XML) and CSS. Hands-on experience with responsive design frameworks such as Bootstrap, Tailwind, and Material UI.
- API Integration: Strong knowledge of RESTful APIs and asynchronous request handling.
- Cross-Browser Compatibility: Experience in resolving cross-browser compatibility issues and ensuring consistent performance across devices.
- Backend Knowledge: Familiarity with backend technologies (Python/Django) is a plus.
- Animation Tools: Experience in animation tools like Manim (python library) and GSAP Animation (javascript library).
- Math & Science Skills: Strong background in mathematics and science, with knowledge of libraries like Plotly.js and Graph.js for developing interactive math content.
- Development Tools: Experience with modern Front-End development tools such as NPM, WebPack, Babel, etc.
- Version Control: Proficiency in code versioning tools like Git and SVN.
- Agile Development: Experience working in SCRUM environments and familiarity with Agile methodologies.
- Problem-Solving & Detail-Oriented: Strong analytical skills, with a high attention to detail and a proactive approach to troubleshooting.
- Collaboration & Communication: Excellent communication skills and the ability to work effectively in a cross-functional team.
- Willingness to Travel: Flexibility to travel to remote parts of Nepal as needed for project implementation work.
- Ability to Multitask: Capability to work under pressure and manage multiple projects simultaneously.

What We Offer

- Opportunity to directly impact the quality of education across multiple subjects in Nepal
- Creative freedom to innovate and experiment with new educational technologies
- Collaborative work environment with passionate educators and technologists
- Professional development opportunities in educational technology and interactive design
- Chance to work on diverse, meaningful projects that reach students across different communities and languages

- Experience working across various educational initiatives from curriculum-based lessons to skill-building courses