As of September 2024, we are actively looking for 5 roles:

- C / C++ developer to work on MeshCentral and MeshAgent (specifically Wayland support)
- Software developer with demonstrated skills as a journalist / story-teller (we'll want to see some examples of your work)
- Software developer with demonstrated skills in grant requests / project proposals / public tenders (we'll want to see some examples of your work)
- Software developer with demonstrated skills as a video editor (we'll want to see some examples of your work)
- Software developer with skills / experience in legal matters (Ideally, a trained lawyer)
- Software developer with skills / experience in accounting (Ideally, a trained accountant)

Why combine the software developer role with these other usually clearly distinct roles? Lawyers, accountants and journalists / story-tellers work with a lot of information, data and processes. Having a software developer as an integral part of the team is efficient because it facilitates automation. It's unusual but we do this for many other roles and it has proven effective.

Ideally, the candidates are in the cities where we have team members: Butembo, Goma and Lubumbashi. But if you have the skills and are in a different city, please do get in touch.

We are not, at the moment, actively recruiting for software developers without the extra skills listed above. However, you can still go through the selection process and be on the waiting list for when we do.

Who this applies to

- Software developers interested in working on WikiSuite via EvoluData.com
- The software components are here: https://wikisuite.org/Software-Components
  - The main ones we work on are Tiki, Cypht, Virtualmin and MeshCentral
  - We mainly work with PHP and JavaScript, but we also do others (Perl, Go, C, C++, etc.)
- We have teams in Butembo, Goma and Lubumbashi so we will prioritize candidates from these cities. Even if work can be done remotely, it is very valuable to be able to meet in person, especially for developers at the beginning of their career. If a candidate has very high scores, we can make an exception and recruit in other cities.
- Since we normally recruit in Butembo, Goma and Lubumbashi, developers are francophones, and their English skills improve as they gain experience. Speaking French is quite important for team collaboration. We have non-francophones, but this is because they already have a lot of experience with the specific softwares we support. So you can apply, but please expect higher requirements for test results.
- Our schedule is flexible. We are looking for developers available at least 25 hours per week (on average).
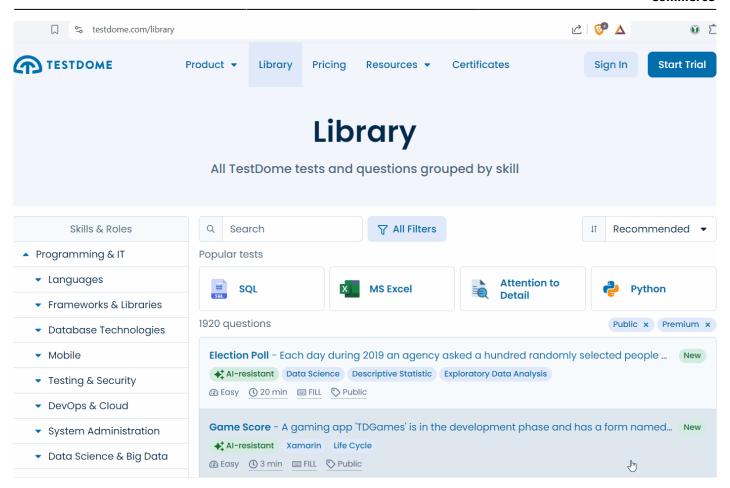
Context

EvoluData produces Free / Libre / Open Source software and helps clients with professional services for said software. WikiSuite solves a challenging problem, covers a huge feature set, and has a diverse tech stack: thus it required a highly skilled team. Our testing process/system has demonstrated a reliable way to verify sufficient skills to succeed as a developer for EvoluData. The process is efficient and fair to all candidates.

Step 1 - Certificates

We need to verify your skills. Please:

1. Browse https://www.testdome.com/library to find some coding tests to practice and become familiar with the platform.
2. When you feel ready, proceed to two tests to get a certificate
   - One test to demonstrate your programming skills, among C, C#, C++, Go, iOS & Swift, Java, JavaScript, Kotlin, PHP, Python, Ruby, Scala, TypeScript, VB.NET
   - The other certificate from among any topic
3. Do the tests

Pick your topic (in the "recommended tests" section) -> For Jobseekers -> Take a Practice Test

More details: https://www.testdome.com/certificates

Please note:

- You are not becoming a client of the TestDome platform, but rather a jobseeker verifying own skills.
- If you are using an automatic translation tool in your browser, turn it off as a bad translation will make you misunderstand the interface and/or instructions and/or questions.
- The platform offers over 100 tests in various programming languages. For example, there are 13 in PHP.
- Even if the work will mostly be PHP and JS, it's fine to do the tests in your preferred programming language. We know that a good programmer in one language will, given the opportunity, become a good programmer in another.
- If you fail a test for a certificate, this is an opportunity to learn what can be improved. You can improve your skills with sites such as http://freecodecamp.org/ and try again later.

Step 2- Getting in touch

Contact Marc Laporte (+1-514-995-6272) on Telegram.org (preferred) or WhatsApp to

1. Express your interest
2. Share
    1. The URLs of the two certificates from step 1
    2. Your email
    3. Your GitHub URL
    4. Your education status (when did you or will you finish your studies? what is your diploma/degree?)
        - A diploma is not mandatory, as we have a skills testing system
    5. Your CV (optional: We understand that you may not really have one if your career is just starting out)
3. Indicate "what is your best programming language?" (so he knows which test to send you)

Step 3 - Online tests

Marc will inform you of the next steps.

Typically, you will receive via email an invitation for specific tests. All the instructions will be in the email. These will be similar to the tests in the previous step, but with multiple questions (some of which are more difficult).

The test lasts a few hours, and once you start, you need to answer all the questions, so make sure you have a good internet connection and power. You have about 2 weeks to do it. If you are unavailable during this period, just let the period lapse and ask Marc to reactivate the test invitation.

After the test, inform Marc that you have done the test, so he checks the results on his end. You should receive the results of your tests automatically. If you don't, just ask Marc feedback on these tests via Telegram or WhatsApp.

A computer (not a tablet or mobile phone) with a browser (no other software) and a webcam is required for these tests. As you will be solving the tests, the platform will periodically take snapshots of the webcam and your screen to include them in the reports. If your computer doesn't have a webcam, borrow someone else's computer for the test.

It is highly recommended not to use automatic translation tools, as they can mistranslate the content of the test questions, and thus you may provide poor answers, and lose points.

Step 4 - Interview

If your overall test results are high enough, you will be invited to an interview. When you receive the invitation, make sure to ask Marc for a copy of the pre-interview documentation. You should read this document and ask any questions during the interview.

If your test results are too low, we encourage you to continue improving your skills and re-apply in 1 year. Despite low scores, some have asked:

- if they can be taken as interns so they can demonstrate/improve their skills via real projects. Unfortunately, EvoluData doesn't have the human infrastructure for this.
- if another process can be used to evaluate them (ex.: reviewing their code from previous projects). The current process is the result of years of iteration. It is representative of the type of work we do and it predicts with good accuracy if candidates will be successful. It is fair to all candidates, and doesn't have a bias for or against any groups. So this is our chosen process.

And even candidates with high test results still have a long period of training before they can help our clients. Our mission is to produce Free/Libre/Open Source software, available to all. You can use WikiSuite components for any of your projects and explore the code. As for improving your general developer skills (ex.: PHP), there are organizations with a training mission, such as FreeCodeCamp.