As of 2025-10-10, we are looking for these roles:

- C / C++ developer to work on adding Wayland support to MeshCentral as per MeshCentral and MeshAgent
- Software developer with skills / experience in legal matters (Ideally, a trained lawyer)
- Software developer with demonstrated skills as a journalist / story-teller (we'll want to see some examples of your work)
- Software developer with skills / experience in accounting (Ideally, a trained accountant)
- 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 skills / experience in cybersecurity (ex.: penetration testing, audits, threat analysis, vulnerability assessment, etc.)

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 (ex.: graphic designer, video editor, etc.) and it has proven very effective.

As of 2025-10-10, we are not recruiting software developers (front-end and/or back-end) without the additional skills above. From 2025-05 to 2025-07, we recruited 10 developers and we are currently integrating them in the team. We plan to recruit another cohort of 5 to 10 developers in 2026 (not yet known which month). When the time comes, we will announce it in the community chat rooms "Congo Developers Club" on WhatsApp and Telegram. If you want to take a head start, you can still do steps 1, 2 and 3 now, and you'll already be on the waiting list for step 4. If you previously did steps 1, 2 and 3 but your score for step 4 was too low or didn't come to the test, you can try again at the next cohort (just contact us to be invited to the test. No need to redo steps 1, 2,3)

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.

# Who this applies to

- Software developers interested in working on WikiSuite via EvoluData.com
- The software components are here: https://wikisuite.org/Software-Components and the source code: https://wikisuite.org/Source-Code
    - The main ones we work on are Tiki, Cypht, MeshCentral and Dolibarr.
    - We mainly work with PHP and JavaScript, but we also do others (Go, C, C++, etc.)
- We have teams in Goma, Lubumbashi, Butembo and Bukavu 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.
- Our schedule is flexible. We are looking for developers available at least 25 hours per week (on average).
- Start date is flexible: Say you are only available in a few months (ex.: finishing another project, or finishing school). No problem: Just do the whole process and inform us of your desired start date.

# 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.
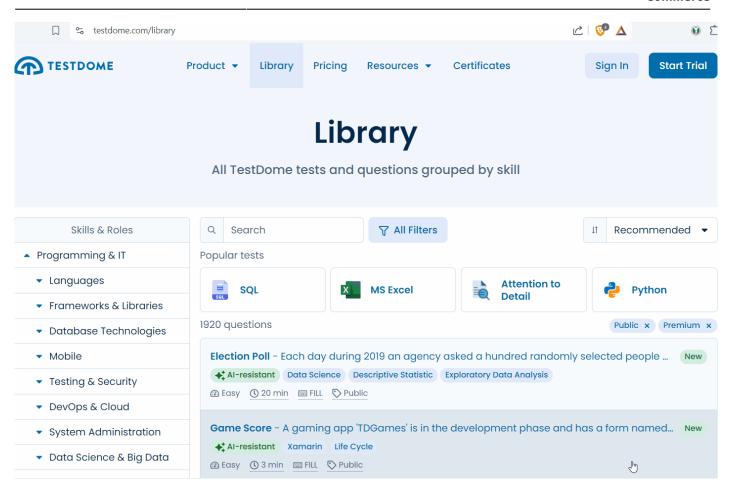
# Notes about English and French

- The tests in the following steps are in English. Why? The platform we use only has questions in English
- Why don't we use a platform that has questions in French?
    1. This platform works well
    2. WikiSuite.org is an international project and operates in English. EvoluData.com helps clients both in English and French.
- A non-anglophone software developer should be able to read and write English at a certain level.
- If you are using an automatic translation tool in your browser: you may want to turn it off as a bad translation will make you misunderstand the interface and/or instructions and/or questions.
- Since we normally recruit in Goma, Lubumbashi, Butembo and Bukavu, 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.

# 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. There are several hundreds of questions in many various categories. You can try and fail and learn again and again.
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.
- 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

| City | Name | Contact number on Telegram.org (preferred) or WhatsApp |
|------|------|--------------------------------------------------------|
| Goma/Gisenyi or Bukavu or Kigali | Kalunga Sefu Franck | +243973359746 |
| Lubumbashi, Butembo or any other city | Baraka Kinywa | +243993342115 |

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 we know which test to send you)
4. Indicate which role you are applying for (from list above)

# Step 3 - Automated online test

We will inform you of the next steps. If you have not heard back within 7 days, please remind us.

Typically, you will receive via email an invitation for a specific test. All the instructions will be in the email. These will be similar to the certificates 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 us to reactivate the test invitation.

After the test, inform us that you have done the test, so we check the results on our end. You should receive the results of your tests automatically. If you don't, just ask us for 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 test, 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.

You are permitted to use common references and tools, such as help files or a calculator.
You are not permitted to seek or submit solutions from any other source. Specifically, you are not permitted to use tools such as AI chatbots like ChatGPT. Do not copy or share any test content with any other website or person. For programming tests: We recommend having a development environment ready so you can solve questions outside of the browser. You can use IDE features like auto-complete. But again, no AI tools such as ChatGPT.

# Step 4 - Supervised scheduled test

We will inform you of the next steps. If you have not heard back within 7 days, please remind us.

Once you succeed, you will receive:

1. Some extensive documentation (work agreement template, detailed information about the project)
   - please remind us if we forget to send
2. Information for this last test (when, where, etc.)

The last test is supervised by another software developer (who speaks at least English and French). This is done in person in the cities listed above. In exceptional cases (ex.: we have no developer in your city), they can be done online.

Why is it supervised by another developer?

1. Fairness: Some candidates have found ways to pass tests from previous steps by getting help from other developers or artificial intelligence (AI). We are not against AI to be more productive, but developers need to be able to code on their own.
2. Sometimes, there are technical issues (ex.: platform is not accessible, bug with the platform, unclear question, etc.), and the supervising developer can witness the situation and make sure the candidate is not penalized.
3. We understand that some questions in English can be a little tricky to understand for a non-native speaker so the supervising developer can help translate.

To compensate transportation, etc., we'll give you US$20 on the day of the test, and an extra USD$20 if you score over 75%.

Candidates bring their laptop and we supply a quiet space and the internet connection

# Step 5 - Interview

If your overall test results are high enough, you will be invited to an interview with Marc Laporte (CEO of EvoluData.com and founder of WikiSuite.org). The interview can be in English or French. When you receive the invitation, make sure to re-read the "extensive documentation" from the previous step (ask for it again if you didn't get). You should read this and ask any questions during the interview.

# Low test scores

If your test results are too low, we encourage you to continue improving your skills and re-apply in 1 year. Some candidates with low scores 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. And it's tricky to manage / supervise the projects and have a fair evaluation between the candidates.
- 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.