

# CV of Sebei Timothy Nchabeleng

## Software Development Lead (Johannesburg)

**Hons Engineering Geomatics, GIS; major Computer Science; University of Cape Town (UCT)**

+27 73 247 0750 • <https://www.linkedin.com/in/ntimothys/> • [ntimothys@gmail.com](mailto:ntimothys@gmail.com) •  
<https://github.com/TimNape> • @TimNape • Johannesburg, South Africa

### Executive Summary

I am a software development lead with 12 years of expertise in the industry. My passion lies in solving Africa's challenges, such as the digital divide, and in contributing to Africa's success in the 4th industrial revolution through sharing knowledge & skills and building solutions that will contribute to the collective success of Africa & the world.

As a development lead, my leadership approach is anchored in solid values. I proactively identify and address issues, optimise operational processes, mitigate risks, and foster a culture of accountability and collaboration. Effectively managing expectations is a fundamental aspect of my leadership style, ensuring transparent and collaborative communication of deliverables and priorities between the team and stakeholders. I envision a cohesive team working towards a common goal, encompassing a shared team culture, deliverables, and growth.

In my software development career, I have played a key role in designing, building, and maintaining applications in industries, including consulting, banking, mobile subscription services, contact centre, and telematics. I take pride in developing well-crafted software, focusing on every aspect, from architecture and scalability to testability.

Complementing my experience, I hold an Honors Engineering degree in GIS (Geomatics) with a major in Computer Science. In addition, I actively pursue continuous learning through online courses to stay abreast of the latest advancements.

Thank you for considering my application. I am eager to discuss how my skills and experience can contribute to your organisation's success in developing cutting-edge platforms and services for the future.

## Key Career Achievements

1. Led multi-disciplinary teams, fostering a collaborative and high-performing environment.
2. Successfully improved the team's processes, increasing efficiency, streamlined workflows, and enhanced productivity.
3. Established clear communication channels within the team and with stakeholders, ensuring alignment and transparency throughout development.
4. Successfully developed an application that dynamically loads modules based on user roles, streamlining the business's back-office operations.
5. Demonstrated initiative by developing a single-page version of a mobile application within a weekend to accommodate iPhone users, enabling the client to meet their go-live expectations.
6. Acquired expertise in Angular 1 and 2 through self-learning and recommended their use, allowing concurrent front and backend development under my leadership – allowing completion within a strict timeline.
7. Designed and led the development of a SaaS-oriented call centre agent system, including tailored scripts, live performance dashboards, and an admin console and led a team of developers to deliver the application on time.
8. Developed software to generate custom code templates for integrating SOA endpoints to an organization-wide SOAP integration layer. This significantly reduced the team's development time by up to 70%.

## Key Competencies

1. Strong leadership and team management skills, successfully leading a diverse software development team of developers, testers, designers, business analysts, and graduates.
2. Effective stakeholder management, establishing and maintaining positive relationships, and ensuring clear communication channels throughout development.
3. Deep understanding of software development methodologies and best practices, including agile methodologies (Scrum, Kanban).
4. Expertise in process improvement, identifying areas of inefficiency and implementing streamlined workflows to enhance team productivity and project delivery.
5. Strong problem-solving and analytical skills, capable of addressing complex technical challenges and providing innovative solutions.
6. Commitment to knowledge sharing and continuous learning, promoting professional growth within the team and staying current with emerging technologies and industry trends.
7. Sound understanding of software architecture, design patterns, and coding principles, enabling the development of robust and scalable software solutions.
8. Dedication to quality and attention to detail, ensuring the delivery of high-quality software products that meet or exceed client expectations.

## Technical Competencies

1. Programming Languages: Proficient in Java, C#, PHP, JavaScript, Typescript and Python, with a strong understanding of object-oriented programming principles and best practices.
2. Web Development: Experience in building responsive web applications using HTML, CSS, and JavaScript, along with frameworks like Angular.
3. Database Management: Skilled in designing and implementing database solutions using SQL and NoSQL databases such as MySQL, MongoDB, and PostgreSQL.
4. Agile Methodologies: Expertise in implementing agile methodologies, including Scrum and Kanban, to facilitate iterative and incremental development and the team's planning sessions.
5. Proficient in implementing TDD practices to ensure robust and reliable software solutions.
6. Experience designing and developing RESTful APIs using ASP.NET Web API and Nodejs.
7. Understanding of DevOps principles and experience with continuous integration and deployment (CI/CD) pipelines.

## Qualification

- Hons Engineering Geomatics, majoring in Computer Science. University of Cape Town (UCT) 2010
- Grade 12, Rietondale High, with distinctions in all science subjects 2003
- 1-year business management program. Bandwidth Barn 2011
- Machine Learning, Stanford University (online) 2018
- Deep Learning Specialization, DeepLearning.ai 2020
- Bio-Medical technology, Tshwane University of Technology (1 year only) 2004
- Driver's License (Code B)

## Career History Summary:

Experienced Software Lead with solid leadership skills, driving high performance and successful project outcomes. Proven ability to mentor and guide teams, fostering collaboration and responsibility to achieve project goals. Expertise in managing stakeholder expectations, resolving conflicts, and ensuring timely delivery.

Company	Role	Dates
Tracker	Consumer web lead	April 2021 - present
BBD Software Development	Senior Software Engineer	Aug 2019 – Jan 2021
Britehouse (a division of Dimension Data)	Contractor, Senior Developer	Jul 2018 – June 2019
First National Bank	Contractor, Programmer Analyst II	Jul 2017 – June 2018
Maya (AR as a service)	Co-founder, Lead engineer	Sep 2016 – Mar 2017
Mango5	Software Developer	Mar 2011 – Aug 2017
Fontera (BEE Mobile)	Software Developer	Jan 2010 – Sept 2010

## Lateral Career History Summary

<b>Company</b>	<b>Role</b>	<b>Dates</b>
Mind Sprint Computing	Programmer (Apprentice)	June 2007 – Aug 2007
Ubunye (UCT)	Head of Research	Jan 2007 – Dec 2009
Inkanyezi (UCT)	IT Coordinator	Jan 2007 – Dec 2009
Varsity News Paper	IT Manager	Jan 2008 – Dec 2008
One Click IT Solutions	Co-founder & Developer	Jan 2008 – Jan 2010

## Technical Experience

- Led and managed a software development team consisting of developers, a scrum master, a designer, a tester, a business analyst, and graduates.
- Mentored team members on best practices, coding standards, and software development principles.
- Collaborated with stakeholders to gather requirements, define project scope, and ensure alignment with business objectives.
- Managed the team's pipeline process, optimising task assignments, resource allocation, and project priorities.
- Acted as a critical point of contact for technical issues, providing guidance and support to resolve complex challenges.
- Software Developer for over 12 years.

## Full Career History

Consumer Web Lead, Tracker,  
April 2021 – March 2025

### *Achievements and responsibilities*

- Liaison with stakeholders, project managers, service providers and internal teams on new requirements, development and operational issues.
- Led the team in planning by the roadmap, gathering early requirements, execution and delivery.
- Fostering a collaborative and high-performing team culture, emphasising responsibility, knowledge sharing, and effective communication.
- Implemented improved processes and streamlined the team's pipeline, increasing efficiency and productivity.
- Recruitment and new member training.
- Established guidelines for collaboration with internal teams – for clear communication of inter-team dependencies.

### *Reason for leaving*

Application sunset

### *Key technologies*

Nodejs, Typescript, Angular, CSS, DevOps, MS SQL

### *Reason for leaving*

Seeking new challenges in a different environment, industry, or technologies and growth in leadership.

## Senior Software Developer, BBD

Aug 2019 - January 2021

### *Achievements and responsibilities*

Rapid development of end to end - user interface facing, and process-facing software modules in multi-disciplinary team(s). The modules included:

- Automated business processes (workflows/state machine) to manage applications and Consultants' queues.
- Message queue based backend system
- Workflow-driven end-user application for banking processes.
- User interfaces that are driven by or driving the workflow processes.

### *Key technologies*

C#, Python, Windows Presentation Foundation (WPF), Message queues, MS SQL, unit testing

#### *Reason for leaving*

A better mix of leadership and programming.

### Senior Developer – Britehouse (a division of Dimension Data)

(Jul 2018 – June 2019)

#### *Achievements and responsibilities*

Maintenance, development and refactoring of a set of software modules responsible for managing. Business processes for a bank client. The modules included:

- Automated business processes (workflows/state machines) to manage applications and consultants' queues.
- Payment monitoring
- SMS and email communication
- Starting business processes based on received communication.
- Modules to execute various batch operations.

#### *Key technologies*

C#, Type Script, ASP.NET, MS SQL, Web API, unit testing

#### *Reason for leaving*

Sunset of application for proprietary software.

### Programmer Analyst II, First National Bank

(Jul 2017 – June 2018)

#### *Achievements and responsibilities*

- Structured development of legacy SOA web services integration to a new central organization-wide web service layer;, including an application to generate custom templates per legacy endpoint – reducing development time and avenues of bugs per end matter by 70%. Leading to rapid delivery of software units.
- Developed a team's project framework atop the bank's Java and mobile framework (including an application/CLI to generate structural project code for the framework) – reducing development time and avenues of bugs and enforcing consistency and simplicity of the project structure. This additionally simplified & reduced size of agile/scrum tasks per developer.
- Maintained the organization's internal web application suite.
- Developed a modular, fully stand-alone application using new web technologies (Angular) for integration into the web application suite.
- A key member in project management, software architecture and security planning
- Contributed to the mobile app framework planning community forums.
- Assisting with technical interviews and coaching new developers.

#### *Key technologies*

C#, Java, TypeScript, Angular, Cross-origin resource sharing (CORS), ASP.NET, MS SQL,

Web API, Soap, WCF, ASMX, Bootstrap (a CSS library), unit testing

*Reason for leaving.*

To explore exciting opportunities in the market

Co-founder & Lead Developer, Maya (Augmented Reality as a service)

(Sep 2016 – Mar 2017)

- *Achievements and responsibilities*  
Designed and led the development of a SaaS-based augmented reality (AR) platform.
- Liaising with stakeholders on project progress, challenges, and refinements

*Key technologies*

Web API, MySQL, Angular, NodeJS, Unity 3D

*Reason for leaving.*

Start-up company, profitability and market interest issues.

Mango5, Software Developer

(Mar 2011 – Aug 2016)

*Achievements and responsibilities*

- Designed an integrated call centre CRM - and led a team to develop the components of the system – which included a CRM for call centre consultants, with a selling script customised per consultant profiling and lead profiling; with rules configurable using an admin dashboard.
- Developed a configurable, scheduled task runtime system for automated tasks and a few configurable generic modules that performed tasks from importing data from 3rd parties, exporting data to 3rd parties, and sending Emails/SMS.
- Liaised with directors to develop an internal operations application – with modules loaded at run time according to logged-in user privileges – including the module to configure the privileges.
- Accepted the challenge for a new mobile application development and delivered both IOS, Android and Web.
- Database design, optimisation of database queries, and compiling of reports.
- Development of software for new campaigns and business operations.
- Assisting with technical interviews and coaching new developers.

*Key technologies*

ASP.Net, MVC, C#, JavaScript, TypeScript, AngularJS, Angular 2+, CORS, Auth2, Web API, ASMX, WCF, SOAP, MS SQL, Bootstrap, HTML, CSS, XML, XPath, WPF, Appcelerator Mobile application framework, unit testing

*Reason for leaving.*

Family relocation, after six years of service

## Software Developer, Fontera

(Jan 2010 – Sep 2010)

### *Achievements and responsibilities*

- Full stack programming in maintaining and adding features to customer-facing applications.
- Optimization of database queries and compiling of reports
- Assisting with database queries for customer support

### *Key technologies*

PHP, JavaScript, MySQL, HTML, HTML templating engines, CSS

### *Reason for leaving.*

To focus on the final year University thesis

## Software Developer (apprentice), Mind Spring Computing

(Jun 2007 – Aug 2007)

### *Achievements and responsibilities*

Refactoring a ticketing system from (MySQL → XML → HTML, using XPath) to a multi-tier application with a data access layer, business layer and view layer

### *Key technologies*

MySQL, PHP, XML, XPath, HTML, CSS

### *Reason for leaving.*

To focus on Engineering apprentice work for degree requirements

## IT Coordinator, Inkanyezi & Ubunye, University of Cape Town

(Jan 2007 – Dec 2009)

### *Achievements and responsibilities*

- Self-taught web programming and built applications that initiated the organisation's digital transformation.
- Liaised with the committee of the organisation in building a web application to help in the daily allocation of mentors and tracking of secondary school students across five schools.
- Training of organisation leaders on using the web-based management application.
- Build a web scraping application with an admin interface and database of bursaries – including facilitating the printing of bursary directories for high school learners.

### *Key technologies*

JavaScript, MySQL, PHP, HTML, CSS

*Reason for leaving.*

Rotational position

### Interests

- I enjoy staying updated on the latest trends.
- Tinkering with electronics, home automation and 3D printing.
- Jogging & cycling.
- Watching live performance events.

### References

References will be provided on request.