

JOB SPECIFICATIONS FOR RECRUITMENT PURPOSES BASED ON THE DETAILED JOB DESCRIPTIONS YOU PROVIDED FOR THE FOLLOWING POSITIONS:

- Senior Business Analyst
- E-Channels Support Analyst
- E-Channels Developer
- Systems Developer
- Systems Analyst
- Systems Support Analyst
- E-Channels Specialist
- Graduate Trainee

1. E-CHANNELS SUPPORT ANALYST

- Job Specification: E-Channels Support Analyst Job Purpose: To support and maintain POSB's digital channels ensuring continuous uptime, timely resolution of user and client issues, and adherence to security and compliance requirements E-Channels Support Analyst Job.

Qualifications & Experience

Education: A Level (Commercial/Sciences); 5 O Levels including Mathematics and English.

Qualifications: Honours Degree in Computer Science or Information Systems. Certification in a programming language or database is an added advantage.

Experience: At least 2 years in ICT support, preferably within a banking environment.

Technical Skills:

SQL and database reporting.

Knowledge of Postilion, V-Suite, ATMs, POS, and Internet/Mobile banking platforms.

Systems monitoring, configuration, and maintenance.

Card production processes.

Key Competencies

Problem-solving and troubleshooting skills.

Strong communication and teamwork.

Attention to detail and customer focus.

Ability to work under pressure and ensure 24/7 uptime.

2. E CHANNELS DEVELOPER

- **Job Specification:** E-Channels Developer Job Purpose: To design, develop, enhance, and integrate e-Channel applications in line with POSB business requirements and digital transformation objectives E-Channels Developer JD

Qualifications & Experience

Education: 2 A Levels and 5 O Levels including English and Mathematics.

Qualifications: Bachelor's Degree in Computer Science or related field; certification in Java, SQL, or similar programming languages preferred.

Experience: Minimum 2 years in software design and development; banking or e-channels experience is advantageous.

Technical Skills:

Programming in Java, Python, or C#.

API and ISO message integration.

Crystal Reports and database scripting.

Systems testing and deployment.

Key Competencies

Analytical and innovative mindset.

Strong programming and debugging ability.

Understanding of SDLC and Agile methodologies.

Ability to document and communicate technical specifications clearly.

3. SYSTEMS DEVELOPER

- **Job Specification:** Systems Developer Job Purpose: To develop, test, and maintain information systems to improve business efficiency and enable POSB's digital transformation Software developer JD

Qualifications & Experience

Education: Minimum 2 A Levels.

Qualifications: Bachelor's Degree in Computer Science or equivalent.

Experience: Minimum 2 years in software design and system integration.

Technical Skills:

System design and coding.

Database management (SQL).

Software deployment, debugging, and upgrades.

Integration of third-party systems.

Key Competencies

Strong logic and analytical skills.

Proficiency in coding and systems documentation.

Attention to detail and innovation.

Teamwork and communication skills.

4. SYSTEMS ANALYST

- **Job Specification:** Systems Analyst Job Purpose: To analyse, design, and implement system solutions that align with POSB's business strategies and enhance operational efficiency Systems Analyst JD

Qualifications & Experience

Education: 2 A Levels and 5 O Levels including Mathematics and English.

Qualifications: Bachelor's Degree in Information Technology with a focus on systems development; Postgraduate qualification an advantage.

Experience: At least 2 years in system analysis, design, and development.

Technical Skills:

Systems integration and configuration.

Database management and reporting tools.

System performance analysis and troubleshooting.

Knowledge of core banking systems.

Key Competencies

Strong analytical and diagnostic skills.

Ability to translate user requirements into technical solutions.

Communication and collaboration across departments.

Understanding of business processes and IT governance.

5. SYSTEMS SUPPORT ANALYST

- **Job Specification:** Systems Support Analyst Job Purpose: To support, maintain, and enhance business systems ensuring operational continuity, data integrity, and compliance with IT standards Systems Support Analyst

Qualifications & Experience

Education: 2 A Levels and 5 O Levels including Mathematics and English.

Qualifications: Bachelor's Degree in Information Technology or equivalent.

Experience: Minimum 2 years in systems analysis, development, and support.

Technical Skills:

Systems troubleshooting and user support.

SQL and reporting.

Core banking systems maintenance.

Security management and change control.

Key Competencies

Strong problem-solving and time management skills.

Customer service orientation.

Documentation and reporting ability.

Cross-functional collaboration.

6. E-Channels Specialist

- **Job Specification: E-Channels Specialist**

Job Purpose: To design, test, and implement e-channel products, ensuring optimal system integration, innovation, and performance across digital platforms E-Channels Specialist JD

Qualifications & Experience

Education: Honours Degree in Computer Science or Information Systems.

Experience: Minimum 3 years in ICT, preferably in digital banking or e-channels.

Technical Skills:

System integration (Postilion, Ethix).

SQL and programming (at least two languages).

SIT, UAT, and QAT execution.

Cryptographic key and security management.

Key Competencies

Analytical and innovation mindset.

Technical documentation and product design skills.

Team coordination and stakeholder engagement.

Risk and compliance awareness.

7. SENIOR BUSINESS ANALYST

➤ **Job Specification: Senior Business Analyst**

Job Purpose: To lead business process reengineering, requirements analysis, and digital transformation initiatives that drive AI-powered, customer-centric banking Role Description - Senior Busin...

Qualifications & Experience

Education: Bachelor's Degree in Business, IT, Finance, or related field; MBA or CBAP preferred.

Experience: 5–7 years in business analysis, with experience in banking, fintech, or digital transformation.

Technical Skills:

Business process modelling (BPMN).

Requirements documentation (BRD, FRD, RTM).

Agile tools (JIRA, Confluence).

Familiarity with AI/ML and data analytics.

Key Competencies

8. GRADUATE TRAINEE PROGRAMME (ICT Stream)

Supporting the Transformational Strategic Plan (TSP 2025–2027)

Position Title: Graduate Trainee – Information & Communication Technology (ICT)

Department: Information & Communication Technology (ICT)

Location: POSB Head Office – Causeway / Branch ICT Units Duration: 24 Months Structured Graduate Trainee Programme

Purpose of the Role

The Graduate Trainee Programme in ICT is designed to develop young, talented and tech-driven graduates who will contribute to the Bank's Transformational Strategic Plan (TSP 2025–2027). The programme provides practical exposure across key ICT functions including systems development, e-channels, cybersecurity, data analytics, and digital innovation.

Key Responsibilities

- Provide user and systems support across POSB's digital platforms.
- Participate in system development, testing, and integration projects.
- Assist in ICT security, compliance, and risk management activities.
- Support data analytics and dashboard preparation for decision-making.
- Contribute to digital transformation and automation initiatives under the TSP.
- Engage in mentorship, rotations, and continuous professional learning.

Minimum Qualifications & Experience

- Bachelor's Degree in Computer Science, Information Systems, Information Technology, or related field (graduates from 2023–2025).
- 5 O' Levels (including Mathematics and English) and 2 A' Levels.
- No prior experience required – attachment or internship in ICT/banking is an added advantage.
- Core Competencies Basic programming knowledge (Python, Java, SQL, or similar).
- Strong analytical, problem-solving, and teamwork skills.
- Passion for innovation and digital solutions.
- High integrity, adaptability, and eagerness to learn.

Career Path Successful trainees will be considered for substantive ICT positions such as Systems Analyst, Developer, Support Engineer, or Data Analyst upon completion of the programme.