

Position Title:	Software Developer		
Reports to:	Senior Project Manager	Date available:	Immediately

Position Description

1.0 COMPANY BACKGROUND

- Established business for thirteen years (Est. 1996)
- Premium benefits provided to all employees
- Fast paced and innovative
- Unique and aggressive corporate culture
- Recognized as an industry leader
- Extensive international client base extending into over 80 countries

2.0 SUMMARY OF POSITION

As a key member of the development team, the Software Developer has an overall responsibility to design, modify, develop, write, implement and test complex software programming applications. A wide degree of creativity and latitude is expected.

3.0 MAJOR RESPONSIBILITIES / COMPETENCIES

Practice Related Responsibilities

3.1 *General Responsibilities*

- Analyses equipment requirements and capabilities of existing and/or proposed computer applications.
- Analyses, reviews, and revises programs to increase operating efficiency or to adapt new procedures.
- Codes, tests, and debugs programs.
- Documents procedures used throughout computer program development and revision.
- May assist in preparing detailed analyses, plans, diagrams, and verification procedures for existing and proposed computer applications.
- May verify program logic by preparing and using test data.
- May evaluate and modify existing applications and systems programs to take into account changes in system requirements, software releases, or equipment configuration.
- May train others.
- May assist in the generation or installation of systems software (operating system, database, or other program products).
- Performs related work as assigned.

3.0 MAJOR RESPONSIBILITIES / COMPETENCIES (cont'd)

Career Path Competencies

3.2 *Business Development*

- Understands our business and solutions.

3.3 *Communication*

- Participates in team and client meetings effectively.
- Effectively communicates relevant project information to superiors.
- Resolves and/or escalates issues in a timely fashion.

3.4 *Technical Understanding*

- Possesses an advanced understanding in the areas of application programming, database and network design.
- Possesses advanced skills and experience in web and Linux/Open –source technologies such as **HTML, JavaScript, Python, PHP, MySQL**
- Expertise with web based interfaces (incl. graphic design, Adobe Flash/Flex) is an asset.
- Ability to:
 - Process information logically
 - Interpret technical information relating to computer programming and other areas of data processing
 - Perform mathematical calculations
 - Communicate effectively

4.0 PROFESSIONAL / PERSONAL QUALITIES

4.1 *Leadership*

- Identifies opportunities for improvement and makes constructive suggestions for change.
- Remains on the forefront of emerging industry practices.

4.2 *Teamwork*

- Consistently acknowledges and appreciates each team member's contributions.
- Keeps track of lessons learned and shares those lessons with team members.

4.3 *Personal Qualities and Skills*

- Detail driven – committed to consistent accuracy with high attention to detail.
- Analytical thinker.
- Strong organization and time management skills.
- Results driven, accountable, and takes ownership of responsibilities.
- High initiative and adaptable to change – ability to remain extremely organize and multi-task with high workload volumes.
- Strong listening skills – information gathering, providing an objective perspective.
- Ability to work varied hours from time to time, and/or be available outside of working hours if required to fulfill the position responsibilities.

3.0 EDUCATION & EXPERIENCE

Requires at least 3 years experience in computer programming.

4.0 CONDITIONS OF WORK

- Physical: Work is performed in an office environment, under time pressure on a variety of tasks, and interruptions.
- Travel: Minimal
- Demeanour: Business casual is acceptable for day to day activities and business professional is acceptable when representing the image of the company to customers, partners, vendors, or public.

5.0 CONFIDENTIALITY

High

There is a continual requirement to work with confidential client information and maintain the confidentiality of such information.