

Job Class: Software Developer
Job Title: Programmer, Software Engineer I, Software Engineer II
Department: Product Development
Direct Report: None
Supervisor's Title: Product Development Team Lead
Date: August 20, 2008
FLSA:
Job Summary: Develop new J2EE software and enhance current applications as well as support development and migration of applications to a Java platform.

- Essential Duties:**
- Consults with supervisor, systems analysts, other programmers, and end users to gather information about program intent, functions, features, data requirements, input requirements, output requirements, internal and external checks and controls, hardware and operating system environment, and interfaces with other systems.
 - Compiles code into programs and corrects errors detected in compile process.
 - Creates test transactions and runs tests to find errors and confirm program meets specifications.
 - Analyzes code to find causes of errors and revises programs.
 - Writes and maintains documentation of changes to computer code, programs, and specifications.
 - Designs and codes layouts for onscreen user interfaces, printed outputs, and interfaces with other systems.
 - Reviews user and technical documentation written by others to confirm consistency with program operations.
 - Provides technical assistance by responding to inquiries regarding errors, problems, or questions with programs.
 - Revises program for corrections, enhancements, or system environment changes.
 - Trains end users or technical support staff to use and support program.
 - Coordinates with other programmers about program revisions.
 - Modifies and maintains software programs written by others.
 - Other Duties as assigned.

Qualifications / Competencies: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Programmer

Knowledge of Java, J2EE, EJB, Web Services, SQL, Oracle, XML. Demonstrates strong understanding of basic computer science topics. Demonstrates basic understanding of relational databases and SQL. Uses skills to and experience to complete

programming assignments. Works within company software development process and guidelines.

- Problem Solving - Works well in group problem solving situations.
- Oral Communication - Listens and gets clarification; Responds well to questions; Participates in meetings.
- Written Communication - Able to read and interpret written information.
- Teamwork - Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit.
- Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality. Participates in code reviews.
- Initiative - Undertakes self-development activities; Asks for and offers help when needed; Pursues training and development opportunities; Strives to continuously build knowledge and skills.

Software Engineer 1

Knowledge of Java, J2EE, EJB, Web Services, SQL, Oracle, XML. Demonstrates mastery of all Programmer qualifications. Demonstrates mastery of primary development language used by team. Demonstrates mastery of SQL. Demonstrates basic understanding of software process including data and software modeling. Demonstrates working knowledge of domain specific skills. Participates in the analysis and construction of Functional Specification, Uses Case, and Design Documents.

- Demonstrates all competencies of Software Developer 1.
- Analytical - Collects and researches data; Uses intuition and experience to complement data.
- Technical Skills - Shares expertise with others.
- Written Communication - Writes clearly and informatively.
- Analytical - Synthesizes complex or diverse information.
- Problem Solving - Gathers and analyzes information skillfully; Develops alternative solutions.
- Oral Communications – conducts technical meetings and working sessions.

Software Engineer 2

Knowledge of Java, J2EE, EJB, Web Services, SQL, Oracle, XML. Demonstrates mastery of all Software Engineer 1 qualifications. Coaches junior developers. Participates in design activities. Demonstrates mastery of 2 or more software development languages. Demonstrates mastery of database scripting and programming. Employs modern software engineering practices to complete tasks.

- Demonstrates all competencies of Software Developer 2.
- Design - Generates creative solutions; Uses feedback to modify designs; Applies design principles; Demonstrates attention to detail.
- Quality - Conducts / facilitates peer reviews.
- Teamwork – Understands and supports company vision; Applies company vision, principles, and values to decision making;

**Education and/or
Experience:**

Programmer

Bachelor's degree (B. S.) in Computer Science or related IT degree and three or more years of development experience.

Software Engineer 1

Bachelor's degree (B. S.) in Computer Science or related IT degree and three or more years of development experience.

Software Engineer 2

Bachelor's degree (B. S.) in Computer Science or related IT degree and three or more years of development experience.