



JR. PROGRAMMER

Entry Level

Purpose

Working under close supervision with limited latitude for independent judgment performs product design, development, bug correction and verification, and release testing on application software projects which may require research and analysis. Consults with senior peers to learn through experience. May assist in performing client work. This is an entry-level position typically requiring up to 18 months of technical experience in product design and product support.

Duties and Responsibilities

Essential Duties and Responsibilities

- 55% - 65% Designs, develops, documents, tests, and debugs new and existing software applications for customers. Applications are typically small discrete components which integrate to form a complex large scale application. Analyze code to determine causes of errors and revise programs as needed.
- 5% - 15% Participates in full development life cycle including requirements analysis and design. Learns to author technical specifications based upon conceptual design and stated business requirements.
- 5% - 15% Participate in software design meetings and analyze user needs to determine technical requirements.
- 5% - 15% Refine, test, and debug programs as assigned.
- 5% - 15% Increase application knowledge on company's products and services.

Knowledge, Skills, and Abilities

Education/Training/Work Experience

- Bachelor's degree in computer science, engineering or related discipline.
- Entry level position - requires less than 1 year of experience in software development in a relevant industry, and/or technical consulting.
- Understands concepts about abstract data relationships.
- Excellent communication and presentation skills.
- Professional appearance required.
- Advanced degree desirable.

Specialized Knowledge and Skills

- Demonstrated Java, C#.NET. expertise.
- Excellent interpersonal skills to work as a team member.
- Proficient PC skills.

Required Attributes

The following minimum attributes are required for success. Employees must consistently demonstrate behaviors which exemplify these attributes.

- Demonstrates Excellence – excels in assignments and interactions with customers, peers and leadership. Excels in delivering a quality work product.
- Respectful – Shows appropriate level of respect for clients, co-workers and management. Does not denigrate or demean others.
- Intellectual Curiosity – Seeks out information and applies new knowledge to efforts in the workplace.
- Takes Pride In Work – Displays an outward sense of accomplishment for won effort and the effort of team and Company. Is not satisfied until work meets the standard of excellence.
- Positive – Displays positive behavior regarding co-workers, clients, projects and prospects for the Company.
- Passion – Cares passionately about the success of the Company and our work efforts and demonstrates that in interactions, effort and work produced.
- Supports Company Position & Initiatives – Discusses point of view at appropriate time with management; supports Company decisions and positions.
- High Energy – Shows enthusiastic and extremely focused behavior; attention focused on solving critical problems and being impactful; energizes others.
- Appropriate Effort – Displays an earnest and diligent effort to complete any given task; does what it takes to get work completed.
- Resourceful – Able to deal skillfully and promptly with new situations, difficulties, etc.
- Resilient – Accepts that overcoming adversity is required for the job; recovers readily from adversity.
- Creative – Brings creative solutions to problems and offers creative ideas for the Company and our clients.
- Dynamic – Interactions with others are compelling and persuasive.
- Leadership – Leads others and motivates them to increase their impact.
- Introspective – Demonstrates an awareness of personal strengths and weaknesses; learns from experiences and seeks to improve.
- Judgment – Demonstrates good judgment in making decisions and in communicating.
- Communication – Communicates openly and honestly; listens, speaks and writes well; presents effectively.
- Integrity – Accepts responsibility; honors commitments and obligations.

Equipment and Applications

PCs, spreadsheets and various other software applications used as required. Demonstrated proficiency with Microsoft Office.

Work Environment and Physical Demands

- General office environment.
- Considerable stress may occur at times.
- Expected to work an average of 45 hours per week.

Exempt