

Job Title: Application Developer		Region US – Hendersonville	
Dept. Information Technology – US		Written By Jonathan Freeman	
Date Created 5 January 2018	Review Date	Reviewed By	
Position in Organisation <ul style="list-style-type: none"> • Reports To: Application Development Manager • Directly Supervises: None • Indirectly Supervises: None 			
Main Purpose of Job The Application Developer brings strong application development skills to assist us with our on-going projects and developmental goals. Requires knowledge and experience with the entire software development life cycle with the majority of development being focused on middle-tier applications primarily used for data processing and reporting. The right individual for this role will be a motivated and energetic developer who takes initiative, enjoys finding solutions to a varying number of challenges, is detail-oriented, and takes extreme pride in their work.			

Key Responsibilities and Accountabilities

1.1 Duties
<ul style="list-style-type: none"> • Design and Develop applications targeting .Net platform • Adhere to good development practices: documentation, code standards, code/design reviews, optimization and maintainability. • Perform unit testing to ensure high quality and appropriate functionality • Collaborate with other members of the scrum development team to develop solutions to meet business needs • Provide assistance in troubleshooting production support issues on an as needed basis • Validate and reconcile data across systems • Develop understanding of company business rules and methodology

Core Competencies

Competency	Knowledge
People Skills	Excellent oral and written communication skills are required. An ability to interact effectively with people at all levels in an organization. Work effectively as part of a team and have a genuine desire to assist colleagues.
Adaptability	An ability to respond to unpredictable volume of work, with a positive attitude and a willingness to learn new ways to accomplish work activities and objectives. Ability to flourish in a highly flexible and fast-moving environment. Willingness to learn and build knowledge of business processes.
Delivers Results	Work effectively and efficiently, paying careful attention to detail, data confidentiality and accuracy. Able to prioritise tasks. Be consistent in application and effort. Self-starter with high degree of initiative, urgency, and follow through.

This job description is full but not exhaustive and the job holder will be required to undertake other activities as reasonably required by the Company

Application Developer

Analytical	Ability to seek out underlying assumptions through probing, questioning, and listening. Strengths in organizational, attention-to-detail, reasoning, critical thinking, and problem-solving skills.
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Specific Job Competencies

Competency	Expectation
.NET Development	Proven .NET experience as well as a good understanding of Object Oriented Design patterns, and modern architectural trends. Solid understanding of application development lifecycle, from the layout/user interface to relational database structures. Experience with modern source code repositories such as Git.
Multi-tiered Architecture	Basic understanding of multi-tiered architecture (particularly business and data layers)
Multi-Threading	Understanding of implementing multi-threading in .Net
SQL Server	Strong knowledge of SQL Server, including the ability to write and interpret queries
Agile	Basic understanding of Agile development and related values and principles, including backlog grooming, release and sprint planning and burn-up/down charts.

Qualifications & Experience

Essential	Description
Application Development	Three plus years' software development experience utilizing Microsoft .NET platform.
Education	Bachelor's degree in Business or Technical field required or a combination of education and progressively responsible work experience in related area may be substituted in lieu of degree on a year-for-year basis.
Desirable	Description
Atlassian Product Knowledge	Knowledge with Atlassian products Jira and Confluence.
Microsoft Excel	Strong Knowledge of Microsoft Excel and Excel APIs.
Development Patterns	Experience with MVC and MVVM patterns.
Other Development Languages	Experience with other developments languages, including Ember JS, node.js or other JavaScript frameworks.
Web Services	Experience creating RESTful and SOAP based web services
Task Processing Library (TPL)	Experience using the .Net Task Processing Library to perform asynchronous tasks

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Application Developer

Job Context

Context	Description
Location	This is an office based role at the US headquarters in Hendersonville, TN.
Travel	Expectation of less than 5% travel in support of projects.