

Software Developer

Information Technology
Series

Company Overview:

<Please insert a short paragraph talking about your company and what makes it unique. Include details that capture the core values, culture, and mission of your company, so job seekers clearly understand the environment in which they will be working.>

Job Summary and Responsibilities:

Software developers create and modify general computer applications or specialized utility programs. Developers analyze user needs and consider operational efficiency to develop software solutions. Candidates should demonstrate basic proficiency developing front-end, back-end and/or mobile software using core coding languages (e.g., Java, C#, and JavaScript). Candidates should be willing to learn new languages and teamwork styles and should be proficient in various development techniques, back-end processes, and version control.

<Add any additional responsibilities or changes relevant to this role at your company.>

Required Competencies:

OCCUPATIONAL COMPETENCIES

- **Web Development:** Familiarity with commonly-used web development languages including AJAX, XML, HTML 5, CSS, and JavaScript
- **General Database:** Proficiency with SQL basics (e.g., selecting, inserting, updating, deleting records), at least one database management application, and database fundamentals such as normalization, schemas, etc.
- **Core Coding Languages:** Proficiency developing simple front-end, back-end, and mobile software with core coding languages (Java, C#, JavaScript); integrate data storage libraries, methods, interfaces, and objects; using code analysis and debugging techniques



FOUNDATIONAL COMPETENCIES

- **Programming:** Write computer programs that build toward goals, staying within pre-defined requirements, and meeting quality expectations; understand how given programs create value for business and end-users
- **Critical Thinking:** Use logic and reasoning to identify the strengths and weaknesses of alternative solutions; able to critically assess and improve upon current approaches while considering tradeoffs (e.g., cost, time, quality)
- **Coordination:** Adjust actions in relation to others' actions; able to improve overall team performance and consider broader impact of individual decisions; aware of overall team goals and context; writes code that can be read and maintained by others

Find additional competencies for this role using Skillful's occupation deep dive at www.skillful.com/employers.

Preferred Competencies:

OCCUPATIONAL COMPETENCIES

Software Development: Proficiency in the use of object-oriented techniques, user experience and responsive design, web mobility, back-end processes, communication tools, web services and frameworks, version control, and development life-cycle methodology

FOUNDATIONAL COMPETENCIES

- **Complex Problem Solving:** Identify problems and review related information to develop, evaluate, and implement solutions; able to break down problems into smaller components and estimate key parameters (e.g., time, quality, cost) to develop recommendations
- **Active Learning:** Understand implications of new information for problem solving and decision-making; open to learning new coding languages and teamwork styles; not afraid of failing and comfortable with ambiguity



Example Activities:

- Design, code, and maintain software applications or websites using core coding languages and tools
- Coordinate with various stakeholders – other developers, managers, systems analysts, business clients – to identify the goals, limits, required capabilities, performance requirements, users and key interfaces for a given development project
- Modify existing software to correct errors, adapt it to new hardware, or improve its performance
- Write, design, or edit web page content, or direct others producing content
- Work effectively with working team and manager(s) to complete work, hit milestones or targets, set priorities, resolve conflicts and function effectively

Required Certifications:

<Note: Insert Required Certifications *but only if truly required.*>

Job Details:

- Location
- Department
- Job ID
- Classification
- Insert additional details of this position if applicable