

Position Title: Applications Developer
Reports To: Executive Director
FLSA Status: Exempt
Date: November 30, 2024

Summary

This position requires a minimum of 2-4 years of experience with a strong background in building dynamic and responsive web applications using React.js and hands-on experience with PostgreSQL and MySQL databases. Knowledge of PCI and PII requirements and implementation is preferred. This is an exciting opportunity for a developer who is passionate about creating high-performance web applications and thrives in a collaborative environment.

Essential Duties and Responsibilities include but are not limited to the following:

General Duties and Responsibilities:

- Develop and maintain web applications using React.js.
- Collaborate with cross-functional teams to define, design, and ship new features.
- Optimize components for solid performance across a wide array of web-capable devices and browsers.
- Write clean, maintainable, and efficient code.
- Integrate front-end components with server-side logic.
- Design, develop, and optimize queries using PostgreSQL and MySQL databases.
- Participate in code reviews and contribute to continuous team and personal learning.
- Troubleshoot and debug applications to ensure optimal performance.

Competencies: To perform this job successfully, an individual *must have demonstrated experience* in the following competencies and **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.

Discretion/Diplomacy & Integrity

Must be committed to high professional ethical standards; able to act with confidentiality and manage sensitive information.

Strong Attention to Detail

Able to follow detailed procedures and ensure accuracy in documentation and data; concentrate on routine work details; is thorough in accomplishing a task through concern for all areas involved, no matter how small.

Planning/Organizing

Prioritizes and plans work activities; manages multiple priorities in fast paced environment; plans for additional resources and works within assigned budget; meets deadlines; able to work independently. Must possess strong organizational, analytical and interpersonal skills.

Communication

Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions; demonstrates group presentation skills; participates in meetings. Writes clearly and informatively; varies writing style to meet needs; presents numerical data effectively; strong written skills.

Teamwork

Balances team and individual responsibilities; gives and welcomes feedback; supports everyone's efforts to succeed. Must possess a collaborative management style.

Adaptability/Flexibility

Able to adapt to changes in the work environment; manage competing demands; change approach or method to best fit the situation. Able to deal with frequent change, delays, or unexpected events. Ability to consider situations from several points of view.

Organizational Support

Able to follow policies and procedures; complete tasks correctly and on-time; support organization's goals and values. Able to demonstrate accuracy and thoroughness. Support and follow managements' direction.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements 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.

- Bachelors degree in related field preferred.
- 2-4 years of professional experience in React.js development.
- Proficiency in JavaScript, HTML, and CSS.
- Experience with PostgreSQL and MySQL databases.
- Familiarity with RESTful APIs and modern front-end build pipelines and tools.
- Strong understanding of the entire web development process (design, development, and deployment).
- Excellent problem-solving skills and attention to detail.
- Strong communication skills.
- Familiarity with version control systems, such as Git.
- Experience with Agile/Scrum development methodologies.

Other Requirements: After hours and weekend work may be required for special projects and events.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The employee is

occasionally required to stand; walk; reach with hands and arms. Specific vision abilities required by this job include close vision, distance vision, depth perception and ability to adjust focus.

Work Environment: The noise level in the work environment is usually moderate.

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