

Job Description

| | |
|---------------------|---|
| Job Title: | Web Application Developer |
| FLSA Status: | Exempt |
| Department: | Business Development |
| Reports to: | Director, Information Systems & Analytics |

Position Description: We are embarking a journey to provide a new generation of infrastructure, content, methodologies, and technologies to equip independent agents across the country with the new tools and capabilities. As the Web Application Developer, you will be responsible for the development and maintenance of our new products and applications. This role is ideal for a builder. The ideal candidate should have deep end-to-end web application knowledge and thrive in a fast-paced environment. As we roll out our new multi-state business startup cooperative, this role will give the right candidate an opportunity to meaningfully impact in the direction and future vision of our products.

Required Certificates, Licenses & Registrations: None

Primary Responsibilities & Expectations:

- Design core, backend and frontend software & web components using relational SQL, T-SQL databases
- Create custom web applications with best in practice customer UI/UX in-mind
- Work on the technology/tool evaluation, proof of concept and prototypes to support new product decisions
- Work with SMEs from business areas on the technical analysis to support design and development
- Work with project managers to define the scope and develop plan for the technical deliverables related to the project
- Coordination across projects to ensure that information relating to project deliverables, risks and issues are effectively communicated to all stakeholders,
- Document methods and specifications clearly; contribute to presentation of results, findings and conclusions to constituents.
- Participate in the development of project plans and timelines, always committing to quality and on-time deliverables,
- Engage in continuous professional development on new techniques, tools and approaches for application development best practices.
- Manage personal resources and priorities efficiently to complete assigned projects accurately and on time,
- Understand and probe into technical details and data irregularities,
- Foster collaborative and mutually supportive relationships within the organization while assessing cross-functional project team capability,

Education & Experience:

- Minimum of Bachelor’s in computer science engineering or related field (or equivalent work experience).
- 5+ years as a software engineer or professional front end development using modern web development technologies and techniques, including HTML5, CSS, JavaScript based frameworks, web services
- Strong hands-on experience using Python, C#, PHP, REST

- Strong UX skills and sound knowledge of UX best practices with the ability to incorporate them into solutions
- Solid coding practices including peer code reviews, unit testing, and a preference for agile development
- Sound understanding of areas in the basic areas of Data Structures, Object Oriented Design, Databases

Skills & Qualifications:

- Appetite and enthusiasm to work with new technologies
- Keen interest in staying current with the latest trends and techniques in the industry
- Demonstrated leadership abilities in an engineering environment in driving operational excellence and best practices
- Eagerness to adopt a lead role in mentoring and developing others' problem solving and troubleshooting skills
- Good written and oral communication skills, a fast learner, and the ability to adapt quickly
- Work closely with the client to scope, design and deliver professional services and custom integrations
- Own the documentation process that clearly articulates requirements, scope and expectations
- Large scale cloud services implemented on top of the Azure suite of services
- Have well-thought-out designs that consider security, reliability, scale, performance, and maintainability
- Implement high quality code that needs little attention after completion
- Work closely and coordinate with partner teams to accomplish your

Core Values and Conduct: Every member of OIA expects our staff to embrace and act in good faith to demonstrate: integrity, collaboration, innovation, and commitment. We expect of ourselves and our coworkers to contribute to our critical cultural outcomes by acknowledging them and working toward them every day:

- Commitment to overall goals of the organization
- Shared purpose
- High-trust environment
- Accountability
- Honest, direct, respectful communication
- Consistency of management

Physical Activities and Environment: The following physical activities described are representation 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 and expectations.

While performing the functions of this job, the employee is continuously required to talk or hear; frequently required to sit; and occasionally required to stand, walk, use hands to finger, handle or feel, reach with hands or arms. The employee must occasionally lift and/or move up to 25 pounds. The noise level in the work environment is usually moderate.