

Developer

The Developer will add value to the firm by performing a variety of technical tasks, primarily software development, for the firm's clients. The Developer's general responsibility is to convert software designs into workable software solutions, using the appropriate development tools. The Developer will be counted on to participate in the technical design of solutions, including development of the data model, function design, GUI design, report design, and integration design. The Developer will be responsible for designing and understanding the technical architecture for the projects assigned to him/her. This includes the applicable hardware, operating system, database, and development tools.

The ability to multi-task is essential, as each Developer may be assigned to multiple development projects. Developers will work with the lead developer(s) to create a personal plan for their acquisition of new skills/tools. It will remain the responsibility of each Developer to master assigned technologies/development tools, and gain exposure to other technologies/development tools.

The Developer will follow the firm's technical standards, as documented by the Senior Technical Architect, in creating software and related technical documentation. For each significant piece of code produced, Developers will work together to perform code reviews/audits.

The Developer should take an active interest in the business aspect of each assigned project, and make reasonable efforts to improve his or her knowledge in the related business field.

Essential Functions:

- Software Development (Programming)
- Software Design and Documentation (Data Modeling, Function Design, GUI Design, Report Design, etc.)
- Skill Improvement (Acquiring Skills in New/Different Technologies, Tools)
- Code Review / Auditing

Requirements

Qualifications: Strong foundations in both technology and interpersonal skills. Expertise in Software Development tools; consideration given to technical certification(s). Possesses excellent communication skills. Maintains a high-level of professional bearing. Desire to learn new technologies, development tools. Desire to build knowledge on technical developments in industry, as well as business developments in firm's strategic niche (global trade).

Microsoft Certification a plus and ability to become certified is a must.

Developers at Norman Technologies are expected to play an integral role in the design of software deliverables. Developers will work with Analysts and (where appropriate) with clients to design databases, individual functions and processes within the application, graphical user interfaces, reports, file interfaces/layouts, etc. The Developer is expected to become comfortable with standard documentation tools, such as MS Word and MS Visio.

As the Developer gains experience he/she should demonstrate the ability to produce the documentation associated with design activity, such as data models, process flows, screen/form designs, report designs, file layouts, etc. The Developer should also be able to follow the firm's and (where appropriate) the client's standards and produce technical documentation for code he/she has written.

- Software Development (Programming)

The primary role of the Developer is to write code based on a given design or business process objective. The firm may support a variety of development tools/languages to be used for coding, including (but not limited to) Visual Basic, VBA, VB.NET, C#, SQL Server, ASP, ASP.NET, etc. Report writing utilities may also be used to code reports. The Developer will be expected to master certain tools/languages, gain a limited understanding of others, and show a willingness to learn technologies.

As the Developer gains experience he/she should demonstrate the ability to produce high-quality code, with less supervision, following company and (where appropriate) client standards.

- Skill Improvement (Acquiring Skills in New/Different Technologies, Tools)

The Developer will work closely with the Senior Technical Architect(s) to identify development tools/languages to be added to the Developer's skill set. Some tools will be targeted for "Mastery", meaning the Developer attains a high level of knowledge and comfort with a given technology, to the point where they are able to teach the skill to others. Other tools/languages will be identified for "Exposure", meaning the Developer attains a level of knowledge needed to use the tool/technology.