



Success Profile for:

# Web Software Developer

Reports to: Senior Director of Products

This is a great opportunity to join our growing team as the first salaried developer and make your mark on our mission-critical web application.

## Major Goals and Responsibilities

- Maintain and improve the KnowledgeWave Learning Site (KLS) web application and API
- Develop new features
- Investigate and fix issues with the application
- Optimize database, code and infrastructure for performance, scalability and maintainability

## Essential Activities

- Work with stakeholders to plan & communicate development work
- Write, review and maintain code
- Set up and maintain development, testing and production environments
- Follow an agile approach with frequent builds and releases
- Recommend and implement appropriate technologies to meet company goals
- Minimize disruption of service for 16,000 existing users
- Improve operational efficiency through software enhancements
- Ensure client retention by providing a great user experience

## Products and Services

- Ruby on Rails
- HTML, JS, CSS
- PostgreSQL
- Git (GitHub)
- Heroku
- Agile approach

## Successful First Year

At the end of your first year success would look like:

- Implement at least 2 major new features that result in significant increases in client billing
- Release at least 25 builds of KLS
- Reduce backlog of tickets/bugs by 50%

## People Managed

None at this time

## Primary People Contacts

Internal: Director of Products, CEO, Sales Team

External: The current Independent Software Development Contractor (for transition and training)

## Behavioral Traits, Attitudes and Skills

- Analytical
- Detail oriented
- Self-motivated; takes initiative and produces results
- Completes projects in timely manner
- Efficient & effective work style
- Excellent communication skills
- Focuses on user-friendly experience
- Enjoys translating business needs into effective software implementation
- Seeks continuous learning

## Prerequisites

- BA or BS
- Experience working with Ruby on Rails
- Experience working with HTML, JavaScript and CSS
- Familiarity with GitHub, Heroku, PostgreSQL a plus

## Toughest Parts of the Job

- Being the only salaried developer on the team – limited opportunity to bounce technical approach off others
- Getting features to market ASAP on limited budget with not much room for experimentation

## Compensation

Total compensation negotiable. Annual salary range \$60,000- \$80,000. Salary, bonus structure, stock options, work flexibility negotiable for the right person.

## To Apply

Send cover letter and résumé to Jennifer Patterson via [careers@knowledgewave.com](mailto:careers@knowledgewave.com)