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