



Position: Software Engineer

Reports To: Head of Engineering

Salary Range: \$115,000-\$125,000

Position Summary

The Software Engineer is a member of the Scrum Alliance Tech and Data (TADA) team. Key work for the TADA team includes: maintaining technology systems, managing hosting infrastructure and developing key networks, maintaining application and system security, developing data infrastructure, data, reports and metrics, and developing custom systems and software solutions for internal employees and for the Scrum Alliance worldwide community.

The Software Engineer serves as a high level technical expert within the Scrum Alliance technical team. Software engineers are primarily tasked with development of software features, but also assist in developing system architecture, and help create high-level architectural specifications and address problems of systems integration and compatibility.

Responsibilities

- Interacts with other TADA team members, the TADA PO, other internal teams, other POs and stakeholders, and other managers and executives in the organization to gather information and requirements for a project, and to present solutions and recommendations to solve problems
- Participates in an agile work environment, attends scrum meetings, helps plan and refine the team's backlog, participates in organization-wide planning sessions
- Develops scalable back-end services, APIs, and web applications in .NET/C#
- Collaborates with other teams and product owners to help develop business requirements
- Creates & develops mockups and prototypes before coding when requested
- Adapts to changing requirements
- Mentors software engineers and helps them with requirements and security practices
- Codes, unit tests, verifies and deploys software
- Pair programs and collaborates with team members
- Secures systems and software according to security best practices
- Employs cloud first best practices to develop systems and software
- Works with QA on automated UI test and manual tests; helps QA fix bugs to ensure quality
- Refactors code to fix technical debt and improve system performance and maintainability
- Helps develop coding standards and processes and helps guide the team on best practices for fixing bugs, fixing technical debt, and improving system performance and maintainability
- Follows standards and contributes to the existing DevOps and CI/CD processes
- Performs research spikes on potential project feasibility for the PO and the organization
- Architects systems, software and applications for strategic and complex projects
- Plays a leading role to help design and build new infrastructure, new systems, and new software solutions
- Researches and develops technical / business approaches and new or enhanced technical tools, or may lead in developing them



Required Skills/Abilities

- Lifelong learner with a hunger to acquire new skillsets
- Excellent time management and organization skills
- Excellent problem-solving skills, analytical abilities, and the ability to think critically, collaborate across teams, and find creative solutions
- Excellent knowledge of scrum and agile methodologies
- Ability to jump between frontend and backend work (Full-stack development)
- Excellent verbal and written communication skills
- Excellent organizational skills and attention to detail
- Ability to multitask and work under pressure autonomously
- Self-motivated worker with a team player attitude
- Basic knowledge of agile methodologies
- Advanced knowledge of programming best practices, including object oriented design patterns, complex software design, distributed system design, data structures and algorithms
- .NET Based Technical Skills:
 - .NET, C#, ASP.Net, MVC (5+ years in .NET, latest .NET Core preferred)
 - Familiar with accessing databases using Entity Framework Core
- General Programming and Data Skills
 - HTML, CSS, JavaScript, API, Ajax, JSON (5+ years in front end Web dev)
 - Experience with Unit Testing, TDD experience preferred (MSTest)
- Experience with SQL Databases

Preferred Skills/Abilities

- Experience in content management systems - Sitefinity preferred
- Experience with MySQL
- Experience with NoSQL Databases (Document stores)
- Architecture / Infrastructure / Security / DevOps Skills
 - Experience with using cloud-native technologies including asynchronous messaging (Azure preferred)
 - Experience configuring and maintaining cloud infrastructure (Azure/Bicep preferred)
 - Experience with CI/CD systems and practices (GitHub Actions)

Education & Experience

- Bachelor's Degree in Computer Science or Engineering or equivalent experience required
- Master's Degree in Computer Science or Engineering preferred
- 2-4+ years of experience as a technical problem solver and software engineer with programming experience in object oriented languages such as C#, Java, TypeScript required

Physical Demands

- Prolonged periods sitting at a desk and working on a computer
- Normal sitting and standing activities for an office environment are required
- General ability to attend and participate in meetings
- Must be able to have repetitive arm, wrist, hand and/or finger movement to type and work on computer for prolonged period of time



- Ability to use close vision and able to focus including but not limited to reading/proofing various materials, and looking at a computer screen
- Ability to operate general office and communication equipment (phone, computer, copier, etc.)
- The position may require the ability to lift 0 - 20lbs
- Occasional automobile and/or airline travel required in normal course of job performance