



4201 Corporate Drive
West Des Moines, IA
50266-5906
P 800.469.4000
F 515.830.0123

JOB DESCRIPTION

TITLE:	Software Developer II	DEPARTMENT:	Information Technology
REPORTS TO:	Manager, Software Development	LOCATION:	Corporate Office
STATUS:	Exempt	EEO CLASS:	Professional

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Review, analyze, and modify business applications including coding, testing, debugging, installation and technical support of the organization's applications.
- Gather requirements from users and create specification. Develop code based on those requirements.
- Participate in full application development life cycle.
- Work with relational databases, client/server applications, Web services, desktop applications, Windows service applications and command-line applications
- Design reports and implement reporting protocols utilized within the organization.
- Implement data migration processes and assist with data management

EDUCATION, TRAINING AND EXPERIENCE:

Required

- High School diploma or equivalent
- Two or four year college degree in computer related field
- Minimum two years' programming experience

Preferred

- Basic knowledge of the telecommunications industry with emphasis on current trends
- Experience with Agile development methodologies

REQUIRED SKILLS:

- Ability to work under general supervision and work independently on projects.
- Utilize work experience and judgment to plan and accomplish goals. A moderate degree of creativity and latitude is expected.
- Excellent interpersonal skills to establish and maintain effective relationships with customers, employees, superiors and business contacts in a professional, timely and courteous manner.
- Excellent written and oral communication skills
- Ability to perform multiple tasks simultaneously, often changing assignments on short notice.

TOOLS, EQUIPMENT AND SOFTWARE:

Required

- Must be able to proficiently operate Windows PC with MS Office and MS Outlook
- VB.NET or C#, SQL Server and TSQL, AJAX/JQuery, CSS, MVC, and Web Services/WCF experience
- Microsoft IIS management experience

Preferred

- Microsoft CRM highly preferred
- Microsoft Reporting Services, Analysis Services, and Integration Services experience
- C#, Oracle, Java or Business Objects Server experience

WORKING CONDITIONS AND PHYSICAL REQUIREMENTS:

- Primarily indoor work in an office environment requiring long periods of sitting
- Frequent utilization of manual dexterity and visualizing of a computer screen
- No unusual physical requirements

This Job Description is intended to describe the general nature and level of work being performed by employees. It is not an exhaustive list of responsibilities, duties and skills required of the position. This does not establish a contract for employment and is subject to change at the discretion of the employer.

Revised 5/23/2014