

Decoding Job Descriptions

A large, faint, circular watermark logo is centered in the background. The outer ring of the logo contains the text "ST. PETERSBURG SOFTWARE DEVELOPERS GUILD, INC." in a serif font. Inside this ring, there is a smaller circle containing a stylized sun or gear-like symbol. Below the symbol, the text "ST. PETERSBURG, FLORIDA" is visible. The entire logo is rendered in a light beige or cream color, matching the background.

Why are we here?

- Build your confidence when looking and applying for jobs by going through actual job postings and understand which you are qualified for and actually want
- Conclude by taking a dive into what employers want and going through job postings you may be struggling with

**Actual jobs
=
job description?**

**Variables of a good job
description?**

**Variables of a bad
description?**



**Should we take take job
descriptions verbatim?**



**Have you played the
Keyword Game?**

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

- Works directly with the users to define the objective that the software must meet
- Analyzing the user requirements, documenting the procedures needed, and collaborating with management and/or Senior Programmers to verify the best method has been chosen
- Outline the events and methods that will be used to accomplish the development goal and begin developing the code
- Writes reusable code as well as collaborating with fellow programmers to determine if there is code within the code library to facilitate the needed function
- Programming code must meet the minimum standards as stated in the Aesthetic Guidelines and follows the SDLC
- Responsible for debugging and troubleshooting of the program results and identify the possible problems in the application
- Will debug and test their code to be sure there are no errors that are not handled gracefully
- Creates documentation of the entire application to include in the user manual so that any developer tasked with testing or code review can easily navigate and test the code
- Helps in training the users once the application is built and created
- Creates new functionality upon request of client
- Experience in development of MVVM applications using WPF and VB.Net
- Familiar with PDF files internal workings and the PDF 1.7 Reference
- Knowledge in Object Oriented software design
- Experience using source control is a plus
- Experience in agile development environments



Position Requirements - Qualification and Skill Requirements

- Has development and support skills in at least one system environment, i.e. mainframe, client-server, midrange, PC/LAN or stand-alone PC
 - Must have 2-3 years of Programming experience in VB.Net or equivalent (C#,Java,ASP.Net)
 - Working knowledge of Object Oriented Programming
 - 1-2 years of Access, Excel, Word VBA and debugging experience?1-2 years of SQL Query knowledge
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- Knowledge of HTML, PHP, CSS, SSIS, SSRS, JavaScript and/or JQuery a plus
 - Experience with Adobe Acrobat SDK a plus
 - Highly cooperative team player demonstrating a willingness to learn
 - Ability to understand User workflow with a good eye for layout and design
 - Must meet strict deadlines and provide accurate forecast of deliverables
 - Manage multiple priorities; strong detail orientation and highly organized
 - Works with a strong sense of urgency and responsiveness
 - Demonstrated patience and professionalism when interacting with others
 - Excellent verbal and written communication skills, attention to detail and high level of customer service skills
 - Ethical with a commitment to company values

EDUCATION and/or EXPERIENCE :

- Bachelor's degree or technical certification or equivalent work experience
- 1-2 years of work experience in similar position or having equivalent kind of skills experience

Job Type: Full-time

Salary: \$35,000.00 /year

Experience:

- Programming: 3 years (Required)

= Keyword Game



Why?



**What's the opposite of the
Keyword Game?**

Vague

Position Summary

The ideal candidate must be reliable, have good communication skills, and have some experience with computers.

Must have high school degree or equivalency.

Successful candidate must be able to work evenings and weekends, pass a drug test, physical examination and criminal record check.

We offer a complete employee benefit package which includes: Medical Insurance Dental Insurance Life Insurance Long Term Disability Insurance Vacation Paid Holidays 401(k) Plan



Why?

Mid to Sr. Ruby on Rails Developer needed!

Requirements:

Strong Ruby on Rails Developer with corporate work experience. (NO Jr. RoR Devs should apply)

Will NOT consider straight out of code school or developer with 1 or 2 years experience.

Will consider candidates that are willing to relocate to Tampa Bay on their own.

Must NOT now or in the future require any sponsorship.

Qualifications and Skills

Ruby on Rails real work environment, Development experience

Job Type: Full-time

Required experience:

- Ruby on Rails development: 3 years

Required education:

- Bachelor's

5 months ago - [report job](#)

What's the Finding the Narrative



**What story are they trying
to tell you?**

Narratives answer...

- Who
- What
- Why



Narratives vs Characteristics

Narratives answer...

- Who
- What
- Why



Do your HW!

- Find the narrative and does it speak to you?
- Dig a bit more into their work, code, and team
- LI, GitHub, FB, Twitter, Meetups, and community
- Put time into the application process
- Reciprocal interview

What do employers want?

- Proof of work
- Ability to learn and grow
- Individual and team projects
- What value do you bring to their story

How to get jobs

