Application Developer / Senior Application Developer Position Description

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| Position Title | **Application Developer / Senior Application Developer** | |
| Position Purpose | Support engineer analyse issues reported by product development team, develop code fix if required. | |
| Key Responsibilities | * Ensuring all work conforms to ADP’s software development process * Implementing code to the development team’s coding guidelines and quality standards * Identifying the initial task list and implementation plan for simpler change requests * Breaking up top level tasks into smaller units of work and estimating the work with minimal assistance from the Team Leader * Peer review of other Senior Application Developer code backed up by a second level review by the Team Leader * Assisting/Supervising Junior Programmers during their project training and initial work within the development team * Taking ownership of own progress * Contributing to ongoing development of the software development team’s processes, procedures and best practices. | |
| ADP Leadership Expectations | **Business Leadership**   * *Strategy and Planning:* Answers the question “Where are we going?” * *Results Accountability:* Focuses on ensuring we attain objectives * *Financial* *Management*: Applies understanding of ADP financial levers to achieve business results   **People Leadership**   * *Impactful* *Communication*: Flexes Communication methods to engage with people * *Building* *Talent*: Deliberately builds capability for short and long term * *Relationship* *Building*: Develops internal and external relationships required for success   **Market Leadership**   * *Client* *Focus*: Explicitly factors client perspective into decision making * *Outside* – *In* *Perspective*: Understands and acts upon trends in the external market * *Bias* *for* *Growth*: Takes bold action to strengthen business results | |
| Experience | * Minimum 3 years of experience in a software development role. * Design and implement technical architectures for complex solutions * Integrate front-end development with back-end applications * Experience with Agile as software development methodology * Gather and analyse business requirements * Ensure that our applications can scale to match huge demand across the world. * Excellent problem-solving, organizational and analytical skills * Entrepreneurial drive and demonstrated ability to achieve stretch goals in an innovative and fast-paced environment * Proficiency in one of the following languages C#, Java, C++, Ruby * Great interpersonal skills, cultural awareness, belief in teamwork. * Problem Solving skills and ability to swim in ambiguity | |
| Qualifications / Certifications: | Engineering Graduate | |
| Skills  Mandate Skill Sets:  Preferred Skill Sets: | * Minimum 3+ Years of overall experience. * Thorough knowledge of JavaScript, CSS and Web Standards * Experience in Node.js, React.js, micro service * Solid understanding of basic algorithms and data structures is essential * Write great software adhering to agile software engineering practices (e.g., TDD, continuous integration, automated tests, etc.) * Excellent problem-solving, organizational and analytical skills * Strong verbal communications, cross-group collaboration skills, analytical, structured and strategic thinking. * A team player with a pro-active and positive attitude * Proficiency in one of the following languages C#, Java, C++, Ruby * Great interpersonal skills, cultural awareness, belief in teamwork. | |
| Key Stakeholders | Technical Support Team  Developers  Testing Team  Release Manager | |
| Acknowledgement | | |
| Manager Signature |  | Date |