Job One:

<https://www.indeed.com/jobs?q=entry+level+software+developer&l=iowa&sc=0kf%3Aattr%28FCGTU%7CQJZM9%7CUTPWG%252COR%29%3B&from=searchOnDesktopSerp&vjk=8a1d8d9b9501074c>

Required Skills:

- Proficiency in Java

- Proficiency in Web Development (HTML, CSS, JavaScript)

- Ability to analyze problems and pay close attention to detail

- Ability to follow written and oral instructions

- Strong debugging skills and familiarity with debugging tools

- Ability to learn programming syntax, logic, and business rules

Preferred Skills:

- Knowledge of business applications and how they operate

- Experience with testing and validating program output

- Familiarity with insurance industry concepts (Rain and Hail business rules)

- Strong communication skills to work with analysts and end users

- General problem-solving and troubleshooting skills

Key Responsibilities:

* Learn and understand programming syntax, logic, debugging tools, and systems
* Write, update, and maintain documentation for business applications
* Assist in resolving user-submitted problems and questions
* Test programs and present results to Analysts for validation
* Learn and apply Rain and Hail business rules
* Perform other assigned job-related duties

Company Values:

* Global presence (operations in 54 countries)
* Innovation & excellence (distinguished by product offerings, underwriting excellence, superior claims handling)
* Diversity & inclusion (commitment to equal employment opportunity across all protected categories)
* Fairness & integrity (performance and qualifications are the only basis for advancement)
* Respect & compliance (prohibition of discrimination, harassment, and retaliation)
* Employee development & retention (focus on hiring, promoting, and developing based on qualifications)

Job Two:

<https://www.indeed.com/jobs?q=entry+level+software+developer&l=iowa&sc=0kf%3Aattr%28FCGTU%7CQJZM9%7CUTPWG%252COR%29%3B&from=searchOnDesktopSerp&vjk=a54cd4fdf9d0aeb1>

**Required Skills:**

* Associate’s degree in computer science, Information Systems, or related field with 5+ years professional experience (or equivalent practical experience)
* Exposure to common **Java-based web technologies & frameworks**
* Advanced proficiency in **SQL and relational database design**
* Hands-on experience with **modern version control systems (e.g., Git)**
* Ability to manage **multiple priorities and deliver results under tight deadlines**
* Strong **analytical and problem-solving skills** with attention to detail
* Ability to work in **fast-paced, dynamic environments**
* Understanding of **data privacy regulations (e.g., HIPAA)** and ability to handle sensitive information
* Excellent **verbal and written communication skills** for cross-functional collaboration

**Preferred Skills**

* Bachelor’s degree in computer science, Information Systems, or related field
* Experience designing and developing applications using **modern programming languages (Java, C#, Python)**
* Familiarity with **cloud platforms** (AWS, Azure), **containerization** (Docker, Kubernetes), and **CI/CD pipelines**
* Experience with **healthcare or insurance systems** (claims processing, enrollment, regulatory compliance)

**Key Responsibilities**

* Assist in the **design and implementation** of scalable, secure, performant, HIPAA-compliant software solutions
* Collaborate with **business stakeholders** to translate needs into technical specifications
* Seek mentorship and contribute to **code reviews, architecture discussions, and best practices**
* Apply **modern engineering practices**: automation, DevOps, CI/CD, and infrastructure as code (IaC)
* Support **cloud migration and modernization efforts**
* Ensure **application performance, security, and compliance** through monitoring and testing
* Participate in **system architecture discussions** and learn from senior developers
* Provide **on-call support** and complete other assigned responsibilities
* **Company Values / Culture Keywords**
* **Mission-driven**: improving health, wellness, and communities
* **Not-for-profit focus**: invests 40% of dollars back into communities
* **"One Team" approach**: collaboration and teamwork culture
* **Exceptional Quality Service** and **Leadership at All Levels**
* **Making a difference**: impact on Iowa and nationwide
* **Inclusive & equitable workplace**: Equal Opportunity Employer, proactive in diversity and inclusion
* **Passionate about bringing smiles**: customer- and community-centric vision

Job Three:

<https://www.indeed.com/jobs?q=entry+level+software+developer&l=iowa&sc=0kf%3Aexplvl%28ENTRY_LEVEL%29%3B&from=searchOnDesktopSerp&vjk=d643f34059e88009>

**Required Skills**

* -Proficiency in **software testing methodologies** (Agile, Waterfall)
* Strong experience with **test automation frameworks** (Selenium, TestNG, JUnit)
* Proficiency in **scripting/programming languages** (Python, Java, JavaScript)
* Familiarity with **mobile testing** (Android and iOS platforms)
* Knowledge of **RESTful APIs, SOAP, and service-oriented architecture**
* Experience with **version control systems** (GitHub, GitLab)
* Understanding of **databases** (SQL, PL/SQL, Oracle, MongoDB)
* Ability to **debug and troubleshoot software issues**
* Strong **analytical and data interpretation skills**
* Excellent **communication and collaboration skillsPreferred Skills**
* Experience with **performance testing tools** (LoadRunner)
* Familiarity with **CI/CD processes** (e.g., Jenkins)
* Experience with **test documentation tools** (Jira, HP ALM)
* Knowledge of **MySQL or Microsoft SQL Server** for data validation

**Key Responsibilities**

* Design, develop, and execute **automated test scripts** (TestNG, Selenium, JUnit)
* Conduct **mobile application testing** (Android & iOS)
* Perform **functional, system, regression, UAT, and performance testing**
* Collaborate with developers to **identify and resolve issues**
* Participate in **CI/CD processes** (Jenkins, Git)
* Analyze **test results** and create detailed quality reports
* Maintain **test documentation** (test cases, plans, defect reports)
* Engage in **requirements gathering** and translate into test scenarios
* Write **automated test scripts** in Java, Python, or JavaScript
* Perform **data validation** using SQL databases

**Company Values / Culture Keywords**

* **Dynamic team**: collaborative and fast-paced environment
* **Quality-driven**: ensuring highest standards of software performance and reliability
* **Innovation**: leveraging modern tools and testing practices
* **Collaboration**: close work with developers and product managers
* **Excellence**: mission to deliver exceptional software products
* **Continuous improvement**: focus on CI/CD, automation, and modern testing approaches