

Job Code: SENG

Role Definition

Performs implementation, regular problem solving, maintenance and support for a agile software development.

Responsibilities

- Designing, modifying, developing, writing and implementing software programming applications for target system.
- Writing source codes for new applications, and/or generating and enhancing code samples for existing applications.
- Utilizing automated testing tools to perform the testing and maintenance.
- Acquiring client requirements; resolving workflow problems through automation optimization.
- Partner with Product, Project, QA, DevOps, and Support teams to release high-quality software and ensure its reliable operation in production
- Maintaining Bank Security Standards and passing Audit requirements on Software

Job Requirements

Education Requirements

Bachelors

Experience Requirements

1-4 years experience building production applications

Minimum of a Bachelor's degree in MIS, Computer Science or a related field OR equivalent training and experience

Enterprise Infrastructure Data

Business Function

IT and Operations

Business Unit

- Axos Advisor Services
- Axos Advisor Services and Axos Clearing - Ops and Tech
- Axos Clearing

Job Family Memberships

- 154 AXC Technology
- 158 AAS Technology
- 009 Commercial Technology
- 840 Centers of Excellence
- 853 IT - Development

Possible Cost Centers

- 5034 - Technology

Job Function

Support

Position Level

Non-Officer

Management Position:

No

FLSA Status

Exempt

EEOC Job Classification

Technicians

NAICS Worker's Comp Code

- 8810
- 953
- 4904
- 561110

Job Role Type

Operational

Compliance Code

- AXC
- Axos Robo Advisor
- IT Group
- Trustee & Fiduciary Services

IT Hardware Assignment

Desktop Computer

Criteria Assessment Type

- Specialty Knowledge Staff

BGCheck Package:

Below VP Level

Job Function / Family

Technology : Holds all of the Technology job profiles for the enterprise.

Role Classification

Job Band

Team Leadership; Technical Professional

Difficult technical tasks; Implementation experience; Self-sufficiency; Small project responsibility; Technical supervision

Job Focus

Administrative

Focus on administration of processes for quality and risk management

Job Focus

Technical

Focus on technical activities that require specialized knowledge

Legend



Low priority



Normal priority



High priority



Not assessable

Foundational

Business, Individual, Management and Leadership competencies for general functions in the organization.

Individual	1	2	3	4	
Accuracy and Attention to Detail		<input type="checkbox"/>			Working Knowledge High Priority
Active Learning		<input type="checkbox"/>			Working Knowledge High Priority
Communicates Effectively		<input type="checkbox"/>			Working Knowledge High Priority
Teamwork		<input type="checkbox"/>			Working Knowledge High Priority

Competency Descriptors

Individual

Accuracy and Attention to Detail: Understanding the necessity and value of accuracy; ability to complete tasks with high levels of precision.

★ **Required level: Working Knowledge (2)**

Required level priority: High

- Accurately gauges the impact and cost of errors, omissions, and oversights.
- Utilizes specific approaches and tools for checking and cross-checking outputs.
- Processes limited amounts of detailed information with good accuracy.
- Learns from mistakes and applies lessons learned.
- Develops and uses checklists to ensure that information goes out error-free.

Active Learning: Understanding the necessity for continuous personal growth and learning; ability to gauge one's strengths, limitations and interests accurately, and use this knowledge for purposes of performance effectiveness self-development.

★ **Required level: Working Knowledge (2)**

Required level priority: High

- Explains lessons learned from mistakes and failures as well as successes.
- Maintains network of contacts within own unit.
- Identifies and explains own strengths and development needs.
- Makes use of journals, associations, and conferences in own professional specialty.
- Learns new concepts, processes and tools related to own immediate responsibilities.

Communicates Effectively: Understanding of effective communication concepts, tools and techniques; ability to effectively transmit, receive, and accurately interpret ideas, information, and needs through the application of appropriate communication behaviors.

★ **Required level: Working Knowledge (2)**

Required level priority: High

- Avoids technical jargon when inappropriate.
- Delivers helpful feedback that focuses on behaviors without offending the recipient.
- Listens to feedback without defensiveness and uses it for own communication effectiveness.
- Looks for and considers non-verbal cues from individuals and groups.

- Makes oral presentations and writes reports needed for own work.

Teamwork: Knowledge of the necessity and value of teamwork; experience with; ability to work cooperatively towards shared goals and being supportive of others at all levels.

★ **Required level: Working Knowledge (2)**

Required level priority: High

- Explains own role and responsibility within team.
- Actively participates in team meetings.
- Shares information, knowledge, and experiences openly and proactively.
- Describes team mission and objectives in the context of results to be achieved.
- Demonstrates open, friendly, accepting, and supportive behaviors with team members.

Functional

Technical competencies by functional area for general functions in the organization.

High Technology	1	2	3	4	
Software Development		<input type="text"/>			Working Knowledge High Priority
Information Technology	1	2	3	4	
Application Design, Architecture		<input type="text"/>			Working Knowledge High Priority
Programming		<input type="text"/>			Working Knowledge High Priority

Competency Descriptors

High Technology

Software Development: Knowledge of software development tools and activities; ability to produce software products or systems in line with product requirements.

★ **Required level: Working Knowledge (2)**

Required level priority: High

- Describes common tools for component-based, object-oriented development.
- Describes the objectives, activities and results of unit testing.
- Has developed programs in a specific language and for a specific platform.
- Interprets functional and technical blueprints; participates in structuring technical components.
- Participates in technical and code reviews.

Information Technology

Application Design, Architecture: Knowledge of basic activities and deliverables of application design; ability to utilize application design methodologies, tools and techniques to convert business requirements and logical models into a technical application design.

★ **Required level: Working Knowledge (2)**

Required level priority: High

- Works with specific development platforms, system and program design tools.

- Participates in the technical design of a specific application.
- Selects and presents design alternatives for applications of small to medium complexity.
- Defines tasks, activities, deliverables and key concerns of technical design.
- Assists in reviewing and documenting technical application designs.

Programming: Knowledge of relevant programming languages and tools; ability to test, write, design, debug, troubleshoot and maintain source codes and computer programs.

★ **Required level: Working Knowledge (2)**

Required level priority: High

- Interprets application system designs and program specifications.
- Develops structured programming specifications.
- Works with the syntax, structure, features and facilities of at least one language.
- Writes programs in a specific language and for a specific platform.
- Applies structured programming techniques to structured environments.

Axos Core Competencies

Contains the Axos Enterprise core competencies that are mandated by CEO to be present on all established job profiles. Includes 4 team member competencies plus 1 additional for managers.

Team Member Competencies [Required for all Job Profiles]	1	2	3	4	
Drives Results		<input type="checkbox"/>			Level 2 High Priority
Honesty and Integrity		<input type="checkbox"/>			Level 2 High Priority
Initiative		<input type="checkbox"/>			Level 2 High Priority
Problem Solving		<input type="checkbox"/>			Level 2 High Priority

Competency Descriptors

Team Member Competencies [Required for all Job Profiles]

Drives Results: Understanding of the criticality of getting things done in spite of current circumstances and the ability to utilize assigned resources and leverage back-channel resources (individuals or teams) to achieve or exceed planned outcomes.

★ **Required level: Level 2 (2)**

Required level priority: High

- Adjusts to new or changing assignments, processes, people, and priorities as business need dictates.
- Finds or creates ways to measure performance against goals.
- Identifies and exploits own strengths; solicits support from others to minimize limitations.
- Seeks out advice, help, and information when needed to accomplish responsibilities.
- Strives for excellence in performance by surpassing established standards.

Honesty and Integrity: Knowledge of the importance of being a role model for honesty and integrity; ability to demonstrate sound business ethics and consistent adherence to and promotion of these in all business and personal transactions.

★ Required level: Level 2 (2)

Required level priority: High

- Explains corporate ethics, values, and codes of conduct to others.
- Demonstrates the courage to speak truth to power.
- Exhibits a personal standard of excellence marked by honesty and integrity.
- Maintains constancy in business relationships while considering multiple perspectives.
- Analyzes feedback from internal and external audiences about the organization's reputation.

Initiative: Being proactive and committing to action on self-identified job responsibilities and challenges; ability to seek out work and the drive to accomplish goals.

★ Required level: Level 2 (2)

Required level priority: High

- Identifies and exploits own strengths; minimizes limitations.
- Provides appropriate degrees of attention to both personal and professional priorities.
- Explains how own motivation relates to the workplace.
- Utilizes available tools or approaches for increasing knowledge of self-motivation.
- Learns and uses resources the organization has to assess and enhance team motivation.

Problem Solving: Knowledge of approaches, tools, techniques for recognizing, anticipating, and resolving organizational, operational or process problems; ability to apply knowledge of problem solving appropriately to diverse situations.

★ Required level: Level 2 (2)

Required level priority: High

- Identifies and documents specific problems and resolution alternatives.
- Examines a specific problem and understands the perspective of each involved stakeholder.
- Develops alternative techniques for assessing accuracy and relevance of information.
- Helps to analyze risks and benefits of alternative approaches and obtain decision on resolution.
- Uses fact-finding techniques and diagnostic tools to identify problems.