

## Job Code: LSE

### Role Definition

Leads in the technical design and development of cross-functional, multi-platform application systems.

### Responsibilities

- Analyzing features such as feasibility, associated costs, time, and the compatibility of new programs with existing programs, and hardware. Ensuring that expected application performance levels are achieved
- Coordinating coding, testing, implementation and documentation of application solutions.
- Performing complex application programming activities, including coding, testing, debugging, documenting, maintaining, and modifying complex applications programs.
- Directing business assessment and requirements analysis processes, for the development of hardware and operating systems.
- Maintaining Bank Security Standards and passing Audit requirements on Software

### Job Requirements

#### Education Requirements

Bachelors

#### Experience Requirements

- 5+ years' hands-on experience building production applications using platform technologies
- 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 and Axos Clearing - Ops and Tech
- Axos Clearing
- Commercial Operations and Technology
- Fiduciary Operations

### Job Family Memberships

- 154 AXC Technology
- 158 AAS Technology
- 009 Commercial Technology
- 670 AFS Software
- 853 IT - Development

### Possible Cost Centers

- 0000 Default (For all Departments except Commercial Banking & Axos Clearing)

### Job Function

Support

### Position Level

Manager

### Management Position:

Yes

### FLSA Status

Exempt

### EEOC Job Classification

First/Mid-Level Officials and Managers

### 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 Management

### BGCheck Package:

Below VP Level

## Job Function / Family

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

## Role Classification

Job Band

**First Line Management; Senior Professional**

Team or technical supervision; Expertise and experience with complex technical activities; Project management and consulting

Job Focus

**Technical**

Focus on technical activities that require specialized knowledge

Job Focus

**Management**

Focus on management of large or critical groups of people and multiple management layers

## 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"/>	Expert High Priority
Active Learning			<input type="checkbox"/>		Extensive Experience High Priority
Coaching Others				<input type="checkbox"/>	Expert 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: Expert (4)**

Required level priority: High

- Evaluates manual and electronic tools and techniques for enhancing accuracy.
- Designs techniques for measuring the cost and impact of errors.
- Discusses the value and associated costs of formal walkthroughs.
- Monitors the industry for new tools and techniques in assuring accuracy.
- Coaches others in methods of identifying and correcting errors, oversights and omissions.
- Supports and communicates the organization's quality management process.

**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: Extensive Experience (3)**

Required level priority: High

- Applies feedback and changes behavior accordingly.
- Learns new concepts, processes and tools applicable to the needs of the entire unit.
- Develops and monitors programs that integrate learning with practice opportunities.
- Helps others understand their learning styles and how to use them in self-development work.
- Maintains a network of professional contacts, internal and external.
- Demonstrates grasp of new information and its implications.

**Coaching Others:** Knowledge of coaching and mentoring concepts and methods; ability to encourage, motivate, and guide individuals in learning and improving effectiveness.

★ **Required level: Expert (4)**

Required level priority: High

- Educates others on coaching strategies, techniques, and best practices.
- Designs, documents, and implements a variety of coaching game plans.
- Contributes to plans and policies regarding nurturing high-potential talent for retention and growth.
- Monitors marketplace for effective coaching strategies and techniques.

- Designs processes for identifying coaches and coaching opportunities.
- Consults on diagnosing team performance and creating a game plan.

## Functional

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

High Technology	1	2	3	4	
Software Development			<input type="checkbox"/>		Extensive Experience High Priority
Information Technology	1	2	3	4	
Application Design, Architecture				<input type="checkbox"/>	Expert High Priority
Programming				<input type="checkbox"/>	Expert 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: Extensive Experience (3)**

Required level priority: High

- Conducts walkthroughs and monitors effectiveness and quality of the development activities.
- Elaborates on multiple-development toolkits for traditional and web-based software.
- Has participated in development of multiple or large software products.
- Contrasts advantages and drawbacks of different development languages and tools.
- Estimates and monitors development costs based on functional and technical requirements.
- Provides consulting on both selection and utilization of developers' workbench tools.

### 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: Expert (4)**

Required level priority: High

- Consults to others on the technical design of high-impact, multi-technology complex applications.
- Contributes to the establishment and implementation of best practices for application design.
- Leads in evaluating and selecting emerging application design tools and techniques.
- Mentors juniors to create multiple application designs on multiple technology platforms.
- Directs the development of technical standards and platforms for application design.
- Provides application architecture consulting and educational support to associates and business line areas.

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

★ **Required level: Expert (4)**

Required level priority: High

- Leads in the development of complex, cross-functional applications.
- Oversees programming development activities, checkpoints and deliverables.
- Mentors others on program development: methods, tools, techniques, standards and procedures.
- Guides others on the optimal use and choice of programming platforms for a given application.
- Provides insight into working with multiple programming languages.
- Monitors industry experience; recommends languages for inclusion into toolkit.

## 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"/>
Honesty and Integrity			<input type="checkbox"/>	
Initiative			<input type="checkbox"/>	
Problem Solving				<input type="checkbox"/>
Manager Competency [Required for all Manager Job Profiles]				
	1	2	3	4
Team Leadership				<input type="checkbox"/>

## 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 4 (4)

Required level priority: High

- Coaches others in behaviors for personal effectiveness, results-orientation.
- Deals effectively with ambiguity and uncertainty; recovers from disappointments and setbacks.
- Leads the way in viewing setbacks or failures as learning opportunities.
- Takes extraordinary measures to solve problems and get work done when situation calls for it.
- Teaches others the importance of networking, using the informal organization for results.
- Works to create a climate that values and rewards drive, initiative, and achievement of results.

**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 3 (3)

Required level priority: High

- Builds trust with coworkers across organizational and functional boundaries.
- Promotes the employment brand as an ambassador of a great place to work.
- Models the highest ethical and business standards for the company.
- Promotes a safe, equitable, respectful environment in which ethical concerns can be addressed effectively.
- Recommends changes to business practices, methods, and policies that would further promote transparency.
- Ensures that individual and team actions build the organization's reputation for excellent business practices.

**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 3 (3)**

Required level priority: High

- Cites personal examples of persistence in the face of difficulties.
- Takes calculated risks because of orientation to action.
- Promotes learning by sharing diverse scenarios in which a sense of urgency was critically important.
- Maintains sense of commitment to success, personal achievement and satisfaction.
- Proceeds without seeking unnecessary permission.
- Coaches others on leveraging their strengths in one environment and applying them to another.

**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 4 (4)**

Required level priority: High

- Gains agreement on the problem-solving process, risk assessment, decision points, and criteria.
- Trains others in the process of eliciting alternatives and assessing their impact.
- Orchestrates the resolution of high-impact and cross-functional problems.
- Successfully organizes problem solvers and stakeholders for high-impact problems.
- Predicts and explains long-term trends and implications for alternatives.
- Monitors industry for best practices and new techniques in problem-solving.

**Manager Competency [Required for all Manager Job Profiles]**

**Team Leadership:** Knowledge of leadership practices and processes; ability to use strategies and skills to enlist others in setting, embracing and achieving objectives while having a long-term perspective of the future state of things and how to get there.

★ **Required level: Level 4 (4)**

Required level priority: High

- Champions behaviors that inspire cohesiveness and move the organization to reach a vision.
- Coaches others in leadership concepts and techniques, such as contingency & transactional.
- Evaluates leader performance based on efficacy, advancement and emergence.
- Leverages diverse leadership styles: autocratic for speed, democratic for co-operation, etc.
- Monitors industry for leadership programs; implements programs within organization.
- Uses modeling & role-playing to improve the ability of leaders to manage own behaviors.