

Job Code: 0IS1AA**Role Definition**

Designs and develops software applications, ensuring they align with the organization's overall strategy and meet end-user requirements. Collaborates with cross-functional teams to identify and implement innovative solutions. Oversees the application development process from conception to deployment.

Responsibilities

- Designing an application's technical infrastructure, such as specific databases, programming languages, utilities, and testing approaches.
- Participating in the assessment of software defects discovered during the quality assurance process.
- Participating in addressing enterprise-wide platform and technology requirements for applications.
- Developing detailed programming instructions to solve business problems through automation support.
- Maintaining Bank Security Standards and passing Audit requirements on Software

Job Requirements**Education Requirements**

Bachelors

Experience Requirements

- 10+ years' hands-on experience building production applications using platform technologies
- 5+ years' experience with architectural and technical solutions design 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
- Axos Advisor Services and Axos Clearing - Ops and Tech
- Axos Clearing

Job Family Memberships

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

Possible Cost Centers

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

Position Level

Non-Officer

Management Position:

No

FLSA Status

Exempt

EEOC Job Classification

Professionals

NAICS Worker's Comp Code

- 8810
- 953
- 4904
- 561110

Job Role Type

Operational

Compliance Code

- AXC
- Axos Robo Advisor
- IT Group

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

Business

Focus on business activities

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"/>		Extensive Experience
Active Learning		<input type="checkbox"/>			Working Knowledge
Communicates Effectively			<input type="checkbox"/>		Extensive Experience
Teamwork		<input type="checkbox"/>			Working Knowledge

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: Extensive Experience (3)**

- Evaluates and makes contributions to best practices.
- Processes large quantities of detailed information with high levels of accuracy.
- Productively balances speed and accuracy.
- Employs techniques for motivating personnel to meet or exceed accuracy goals.
- Implements a variety of cross-checking approaches and mechanisms.
- Demonstrates expertise in quality assurance tools, techniques, and standards.

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)**

- 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: Extensive Experience (3)**

- Adapts documents and presentations for the intended audience.
- Communicates well downward, upward, and outward.
- Demonstrates both empathy and assertiveness when communicating a need or defending a position.
- Employs appropriate methods of persuasion when soliciting agreement.
- Maintains focus on the topic at hand.
- Reviews others' writing or presentations and provides feedback and coaching.

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)**

- 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="checkbox"/>		Extensive Experience
Software Product Design/Architecture			<input type="checkbox"/>		Extensive Experience

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)**

- 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.

Software Product Design/Architecture: Knowledge of software product design; ability to convert market requirements into the software product design.

★ **Required level: Extensive Experience (3)**

- Demonstrates experience with the architecture and design of major or multiple products.
- Describes major software architecture alternatives and considerations.
- Explains design considerations for commercial database systems, operating systems and web.
- Displays experience in estimating the cost of a specific design of a proposed product.
- Facilitates design reviews and walkthroughs.
- Analyzes benefits and drawbacks of specific software designs and architecture.

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
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Drives Results					Level 2
Honesty and Integrity					Level 2
Initiative					Level 3
Problem Solving					Level 4

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)**

- 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)**

- 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 3 (3)**

- 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)**

- 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.