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Ms. Beck

C/C++ Software Developer – Huntsville, AL

Corvid Technology is headquartered in Mooresville, North Carolina but has satellite facilities in Alabama, California, Hawaii.

Company Overview:

Corvid is a technology business established in 2004 that embraces the challenges of a free market and nontraditional clients. The company is comprised of highly technical science and engineering minded professionals that tackle a broad range of issues, but primarily focus on defense contracting[1]. Corvid not only has mid-range manufacturing capabilities, but they also have a parallel supercomputer for use in physics modeling applications. Their main computing services focus around physics computations for defense ballistics, but they also have a wide variety of clients with equally interesting needs.[2]

Company Retention:

Corvid currently holds a 3.8/5 average on the employer review web site Glassdoor, which hosts employee reviews of their experiences as well as interview reviews.[3] The user inputs are largely unverified but have typically been reflective of the company culture. The technology industry has a terrible turnover rate, which averages 1.2 to 2 years at the top ten tech companies.[4] Corvid

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[1] Corvid Technologies. 2015. *corvidtec.* Accessed February 3, 2018. www.corvidtec.com.

[2] Ibid

[3] Glassdoor, Inc. 2018. *Glassdoor.* Accessed February 03, 2018. https://www.glassdoor.com/Reviews/Corvid-Technologies-Reviews-E473557.htm.

[4] Peterson, Becky. 2017. "Travis Kalanick lasted in his role for 6.5 years - five times longer than the average Uber employee." *Business Insider.* August 20. Accessed February 5, 2018. http://www.businessinsider.com/employee-retention-rate-top-tech-companies-2017-8.

has not publicly published any turnover data, but most small companies suffer from lack of proper management. The largest thread among the negative reviews is lack of or dysfunctional management, so Corvid seems unexceptional in that aspect.[5] Overall the reviews seem very positive and revel in the unique challenges that a small company like this is often tasked with. Small companies with a wide range of services are usually great entry points for junior developers since the exposure to a greater variety of subjects leads to a stronger skill development.

Job Description:

What is a software developer? Developers have a wide variety of titles like programmer, software engineer, and code monkey. Developers share similarities with architects in the way of meticulous attention to detail and space design. The smallest parts can wreak havoc on larger parts of the over all design or cause the entire endeavor to fail. As the problems the world faces become more complex the complexity of the solutions seems to be proportionally increasing. The Association for Computing Machinery(ACM) noted "The great majority of STEM jobs are in computing and IT" in their monthly communications.[6] The need for competent and skilled developers will only increase as our world becomes ever more reliant on technology. Bloomberg interviewed its manager of development environment group and he noted the cost effectiveness and lack of bad habits that junior developers can bring.[7] Corvid's propensity for unorthodox cliental is a rarity among serious technology companies and thus requires a greater need for creative problem solving.

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[5] Glassdoor, Inc. 2018.

[6] Schnabel, Bobby, and John White. 2014. "Pathways to Computing Careers." *Communications of the ACM*, December: 5-5.

[7] Lakos, John. 2016. *Manager Bloomberg Development Environment Group* (August 17).

Qualifications:

If this is a career you are interested in, then you need to begin a path towards education. Most of high level computing jobs require either 5-10 years of experience or a Bachelor of Science in Computer Science. Since it is rather difficult to suddenly retain years of experience the shortest path is through a degree. The degree itself will give you a broad range of necessary skills you will need to be successful like a strong background in mathematics, and advanced skills in propositional logic. James Burt explains that enthusiasm is something that all companies look for, since training to be a developer is relatively cheap.[8] Formal education helps but the return on investment for a new developer is high if the company is willing to invest the time. There are some technical certifications in C, C++, and Java that could be substituted for a degree, but generally they would need to be accompanied by years of experience for higher positions.

Salary/Compensation:

The Bureau of Labor Statistics has software developers listed at a 30% growth rate and a median salary of $100,080.[9] Generally, any company offering this level of compensation will also offer health and dental insurance at a minimum. Most companies offer some type of retirement contributions such as 401k matching or stock options (if the company is large enough). Corvid does not list any offers of salary or benefits, but reviewees from Glassdoor have noted that the company pays well and has good benefits.[10]

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[8] Burt, James. 2014. "How to become a software developer without a degree." *The Guardian.* November 3. Accessed February 14, 2018. https://www.theguardian.com/careers/careers-blog/how-to-become-a-software-developer.

[9] Labor, U.S. Department of. 2017. *U.S. Bureau of Labor Statistics.* October 24. Accessed January 29, 2018. https://www.bls.gov/emp/ep_table_104.htm.

[10] Glassdoor, Inc. 2018.

Travel:

The job posting from Corvid's website does not list any travel, but defense contracting often requires some hands-on involvement. Computer programming can generally be done from anywhere through a secure shell (SSH) login, which allows the user to program as if they were physically there. There are some convention style industry events for software developers, and some companies do or don't offer travel packages. Corvid does not list any information nor does Glassdoor have any information on any offering for travel assistance.