# Junior Software Engineer, [GROUP NAME]

We're looking for a strong service and web technology-oriented C# software engineer, with the passion and professionalism to drive to the right solution to a problem rather than take the path of least resistance. The ideal candidate will strive for solutions that are technically superior while maintaining an emphasis on business value.

Our focus is on finding free-thinking individuals rather than those with memorized book knowledge. We are seeking candidates that are excited about technology, are continually looking to improve their skills, and who stay on top of current industry trends. Our engineers, at all skill levels, are given the opportunity to participate in the design of applications and have a voice in our strategic direction. This is not a position for those who like to be handed a thick stack of requirements and be left to heads-down coding. It is a position for those looking to be an active participant in evolving team culture and in the design and development of high-quality software.

Junior software engineers will have the opportunity to grow their skillsets by working with more senior engineers and architects for mentorship and support. Junior software engineers are expected to have a basic development proficiency and a high degree of motivation to learn and improve.

Individuals in the junior software engineer role are offered plenty of support to ensure that they are comfortable. We strongly prefer our junior-level candidates be recent college graduates or established professionals looking to make a radical shift in technologies or responsibilities.

**Focus Areas**

* Software design and architecture (5%)
* Software analysis and development (80%)
* Code reviews (10%)
* Participation in team processes (5%)

**Key Responsibilities**

* Work closely with the product team to deliver solutions as part of a small, cross-functional agile team
* Complete stories/tasks as assigned in the current sprint schedule
* Analyze the code in existing systems to build an understanding of how they work and how to perform enhancements and fixes
* Implement new systems, enhancements to existing systems, and bug fixes
* Test software that the team has written using both automated and manual techniques as needed
* Review code that you’ve written with team members to improve quality and conform to the best practices and standards
* Participate in code reviews for other team members, offering insight on potential improvements and using it as a platform to learn, carrying lessons forward into your own work
* Continue to pursue opportunities for learning and professional growth, within the team and organization

**Our Goals for New Team Members**

* ***First Day:***  Locate the snacks; build out your workstation
* ***First Week:*** Build familiarity with our systems and processes
* ***Second Week:*** Merge your first pull request to master
* ***First Month:*** Perform your first production deployment

**The Ideal Candidate Will Have**

* Familiarity with C# or other strongly typed object-oriented languages
* Familiarity with web development (HTML / CSS / JavaScript)
* Familiarity with relational databases and SQL
* Exposure to using source control as part of a development workflow
* The ability to work independently and as part of a team
* Excellent communication skills in English

**Desired skills**

* Some experience with C# and .NET development
* Some experience with web development and modern tools (NPM / Gulp / Webpack)
* Some experience with client-side JavaScript frameworks (Aurelia / Angular / Knockout)
* Some experience with git or another DVCS
* An understanding of Agile development methodologies, especially Scrum
* Exposure to service-oriented architecture
* Exposure to Microsoft Azure or other cloud platforms
* Exposure to NoSQL data stores (Azure Table Storage / MongoDB / Cassandra)