# 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-qualitys software.

A software engineer is expected to have a solid technical foundation, understanding good design and coding practices, knowing how to write and test professional code, as well as having the ability to work with industry standard development tools. A software engineer should be capable of analyzing and understanding requirements to help identify gaps and is comfortable working with the team and product owner to fill in those gaps.

**Focus Areas**

* Software design and architecture (15%)
* Software analysis and development (60%)
* Code reviews (10%)
* Requirements gathering (5%)
* Participation in team processes (5%)
* Mentorship of team members (5%)

**Key Responsibilities**

* Work closely with product team to deliver solutions as part of a small, cross-functional agile team
* 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
* 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
* Help to mentor less experienced team members to assist them in growing their skills and improving their work

**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
* ***Third Week:*** Perform your first production deployment
* ***First Month:*** Present your production feature during our technology team demos
* ***Second Month:*** File your first technical debt stories to help us improve our code base

**The Ideal Candidate Will Have**

* Experience in delivering software services and/or applications
* The ability to work with both modern and legacy codebases
* The ability to translate business requirements and objectives into software solutions
* A solid understanding of C# and the .NET development ecosystem
* A solid understanding of web development (HTML / CSS / JavaScript)
* A solid understanding of relational databases and SQL
* Experience with automated unit and integration tests
* Experience using source control as part of a development workflow
* Familiarity with service-oriented architecture
* An aptitude for learning business domains and technical concepts as needed
* Comfort working independently and as part of a team
* Excellent communication skills in English

**Desired skills**

* Experience with client-side JavaScript frameworks (Aurelia / Angular / Knockout)
* Experience with git or another DVCS
* Experience serving as a member of an agile team, especially one using Scrum
* Exposure to Microsoft Azure or other cloud platforms
* Exposure to NoSQL data stores (Azure Table Storage / MongoDB / Cassandra)
* An understanding of domain-driven design
* An understanding of distributed systems, CQRS, and event-driven messaging patterns