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CISC 3140

Assignment 2 Part B

**Overview**

Ultimate Software is a Florida-based software services company whose primary goal is to design and deliver single-solution, cloud-based human resources, payroll, and talent management solutions for companies and organizations within the United States and Canada (Ultimate Software, n.d.). The company boasts over 6,600 clients including familiar organizations such as the Miami Heat basketball team, SUBWAY, and Texas Roadhouse (Ultimate Software, n.d.).

**Employment Makeup**

According to Ultimate Software’s LinkedIn profile, the company houses between 5,000 and 10,000 employees both domestically and internationally, with roughly 4,700 on LinkedIn (LinkedIn, n.d.). Upon isolating their LinkedIn employee count based on profession, about 900 (18%) of employees work in engineering (includes software engineering) and 793 (16%) work in information technology (LinkedIn, n.d.).

**Software Engineering Role**

Ultimate Software’s primary product, UltiPro®, is a human capital management (HCM) software that consolidates all aspects of employment, including, but not limited to, payroll, benefit administration, onboarding, and training (Ultimate Software, 2020). Given the extensive nature of their product, an entry-level applicant for a first-tier software engineering position at Ultimate Software is required to be literate in SQL Server, Angular TypeScript, JavaScript, JQuery, .Net, CASP, HTML, C#, and at least one object-oriented language (OOP), with a strong preference towards Java (Ultimate Software, n.d.). For second- and third-tier software engineers, knowledge of cloud computing (Google Cloud and Cloud SQL, for example) is pertinent to the position (LinkedIn, n.d.). Furthermore, an applicant is expected to be self-motivated and able to work well in teams (LinkedIn, n.d.).

**Full Stack Software Engineering Role**

An entry-level full stack developer at Ultimate Software is tasked with being able to work collaboratively on stacks that vary from week to week. According to a job posting on LinkedIn, a recently onboarded full stack developer may begin with front end Typescript, Knockout or React, and simultaneously transition into UltiPro Core framework or writing a new WebApi in C# (Ultimate Software, n.d.).

# Works Cited

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