



## Software Developer

Our growing software technology firm is searching for a Software Developer to assist in the development process to create our innovative software.

### **Summary/Objective**

The Software Developer role performs analysis and defines functionality for system improvements and new applications. The position manages various phases of the development and maintenance of approved projects. This position is expected to work with others including, but not limited to, clients both current and potential, other developers, and other department heads, to create computer-based solutions. This includes unit testing and collaborating with the Quality Assurance Department.

### **Essential Functions**

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Collaborate with others and evaluate project data to gather requirements and write specifications.
2. Participate in defining, selecting and implementing technical architecture of assigned projects.
3. Use and have proficiency with tools used by the Development Department. These include: Fogbugz, ZenDesk, Skype, Subversion and OneNote.
4. Attend and participate in Development Department meetings, as well as individual meetings with the Development Coordinator.
5. Design, code and debug applications in various software languages.
6. Complete, unit test and commit code to repository by the code complete date.
7. Modify existing software in order to correct errors, to adapt it to new hardware, or to upgrade interfaces and improve performance.
8. Analyze information to determine, recommend, and plan installation of a new system or modification of an existing system.
9. Perform or review system analysis, design, programming, testing, debugging, and documentation for assigned projects. Work with support and documentation groups to provide technical and user training and manuals for new systems and major system enhancements.

10. Store, retrieve, and manipulate data for analysis of system capabilities and requirements.
11. Research user needs and trends in order to provide the correct software requirements needed.
12. Manage subversion branches and other projects at the discretion of the Director of Development.
13. Participate in process improvement.
14. Assist in onboarding new employees within the Development Department.
15. Provide leadership through example by mentoring and sharing knowledge with other team members. Effectively work with peers, team members, and other departments.
16. Participate on project teams for assigned system projects; analyzes improvements and new applications and develops requirements and specifications with team.
17. Investigate replacing current systems with new systems and analyze the adaptability of current operations. Technical equipment, software vendors and current users are consulted in these evaluations.
18. Help develop specification, program and documentation standards. Maintain functional operation of assigned production systems.

### **Competencies**

1. Business Acumen.
2. Computer and Technical Literacy.
3. Detail Oriented.
4. Organized.
5. Methodical Approach.
6. Deadline Focused.
7. Problem Solving/Analysis.
8. Project Management.
9. Results Driven.
10. Teamwork Orientation.
11. Client Focused.
12. Lifelong Learner with Natural Curiosity.
13. Communication Proficiency, both Oral and Written.

### **Required Education and Experience**

1. Bachelor's Degree in Computer Science, Computer Engineering, MIS, Mathematics, or related degree
2. Development experience in C# or exposure to in-depth programming

### **Preferred Additional Qualifications and Experience**

1. Master's degree in Computer Science
2. Experience in Transact-SQL (T-SQL)

### **Additional Eligibility Qualifications**

1. Must be able to read, write and understand English.
2. Employee must adhere to all rules and regulations the company, city, county, state or federal government requires.

### **EEO Statement**

RFMS, Inc. is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic protected by state, federal, or local law.

### **OUR COMPANY:**

RFMS is the leading provider of business management and estimating software solutions for the floor covering industry. RFMS provides software, training, consulting and implementation services to more than 2,000 clients based in North America for more than 35 years. Our corporate office is based in Tuscaloosa, Alabama and the company employs 90+ employees throughout the US. Our company is growing at a rapid pace with divisions in New Zealand and distribution in Europe.

General benefits of employment include BCBS insurance (health/dental), vision insurance, company paid life insurance, 401K matching, Flexible Spending Account (FSA), profit sharing, holidays and vacation.

### **[www.RFMS.com](http://www.RFMS.com)**

Please apply by sending cover letter and resume to [careers@rfms.com](mailto:careers@rfms.com) or contacting a Human Resources Coordinator.

*Destiny Pollard*

*Human Resources Coordinator*

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