

## **Senior Technical Developer**

**Initial training for this role will be onsite. There is an opportunity for a hybrid work schedule (3 days onsite) when the introductory training period concludes.**

### **Position Summary**

The Senior Technical Developer serves as a key technical contributor within the Information Technology department. This role will participate in the modernization of the company's legacy COBOL platform into modern, scalable, and cloud-enabled platforms along with supporting day-to-day business IT needs. The individual will bring hands-on expertise in modern application development, database design, and architectural principles while collaborating closely with onshore and offshore development teams.

### **Principal Accountabilities**

#### **Application Design and Development**

- Develop, test, and maintain software applications, with emphasis on modernization of legacy systems.
- Translate business and system requirements into technical specifications and design documents.
- Write clean, maintainable, and well-documented code using modern programming languages such as .NET, Java, or Python.
- Design and optimize relational database structures, queries, and stored procedures for performance and scalability.
- Integrate applications with internal and external systems using APIs, data services, and modern integration frameworks.
- Support migration from legacy AS400/COBOL programs to new platforms while ensuring data consistency and business continuity.

#### **Architecture and Modernization**

- Collaborate with architects and IT leadership to design modern, cloud-compatible solutions aligned with enterprise architecture principles.
- Participate in defining system architecture patterns such as microservices, domain-driven design, and event-driven integration.
- Apply technical best practices including CI/CD pipelines, DevOps methodologies, automated testing, and secure coding.
- Contribute to the definition of modernization strategies involving data transformation, database redesign, and infrastructure scalability.
- Document system architecture, data flows, interfaces, and design rationale to support long-term maintainability.

### **Technical Leadership and Mentorship**

- Provide technical guidance and support to other developers, both onshore and offshore.
- Review code and database scripts for quality, performance, and adherence to standards.
- Lead by example in establishing and enforcing technical best practices, coding standards, and database design conventions.
- Collaborate with QA and operations teams to ensure high-quality, secure, and reliable deployments.
- Mentor junior developers to build technical depth and consistency across the development team.

### **Collaboration and Communication**

- Work closely with business analysts, QA, infrastructure, and operations teams to ensure solution alignment.
- Coordinate development and data migration tasks with onshore and offshore teams, managing timelines, deliverables, and technical expectations.
- Actively participate in technical design reviews, sprint planning, and retrospectives.
- Communicate project risks, technical challenges, and proposed solutions clearly to stakeholders.

### **Continuous Improvement**

- Stay current with emerging technologies, frameworks, and methodologies that can enhance modernization efforts.
- Proactively identify opportunities for performance optimization, code refactoring, and database tuning.
- Contribute to the evolution of development processes, tools, and standards.

## **Job Requirements**

### **Experience**

- Minimum 7 years of software development experience, including full lifecycle exposure (requirements to deployment).
- Proven experience with modern programming languages and frameworks (.NET, Java, or Python).
- Hands-on experience with relational database management systems (RDBMS) such as SQL Server, DB2, Oracle, or PostgreSQL.
- Strong background in database design, performance tuning, and complex query optimization.
- Hands-on experience with cloud environments (AWS, Azure, or GCP) and containerization (Docker, Kubernetes).
- Prior experience working with or modernizing legacy systems (AS400/COBOL) preferred.
- Experience leading or mentoring development teams, including onshore and offshore collaboration.

**Education**

- Bachelor's degree in Computer Science, Information Systems, or related technical discipline required.
- Advanced certifications in cloud architecture, software design, or database technologies preferred.

**Skills**

- Deep understanding of software engineering and database best practices — including normalization, indexing, query optimization, and transaction design.
- Proficiency in SQL development, stored procedures, and performance diagnostics.
- Strong architectural thinking and ability to evaluate tradeoffs between design and data strategies.
- Experience with Agile/Scrum methodologies and modern CI/CD pipelines.
- Excellent debugging, problem-solving, and analytical skills.
- Strong communication and collaboration skills across business and technical teams.

**Values**

- Demonstrates technical excellence, accountability, and commitment to quality.
- Promotes teamwork and respect in cross-functional and global teams.
- Shows curiosity, innovation, and a desire for continuous learning.
- Balances long-term architectural vision with short-term delivery goals.

**Salary Range:** \$115k-140k per year. This range is a good faith estimate which reflects the annual salary we reasonably expect to pay for this specific full-time position at the time of posting. The actual salary offered will be based on several factors including the candidate's experience and qualifications.