

Lead Software Developer

Established as a not-for-profit organization in 1975, the National Commission on Certification of Physician Assistants (NCCPA) has certified over 131,000 physician assistants (PA) in the United States as of December of 2018. As the only certifying agency for PAs in the U.S., NCCPA (www.nccpa.net) is dedicated to serving the interest of the public by providing certification and recertification programs that provide confidence in certified PAs who provide millions of patients with access to affordable, high quality care. As the physician assistant profession continues to grow, so does our need to add to our highly qualified dedicated team at NCCPA. We are now seeking to add the new position of Lead Software Developer to join our team.

NCCPA's Software Developers use next-generation technologies based on cutting edge platforms that change how thousands of users connect, explore, and interact with information **and** our organization. We are looking for someone that enjoy working in a collaborative environment but also can work on their own when required.

With our expected growth over the next few years we will be facing new and exciting challenges in IT. The mission of our IT team is to build the tools, platforms, and applications that make it possible to plan, deploy, monitor and manage our data centers, networks, and applications used here at NCCPA.

Summary/Objective

The Lead Software Developer will independently leverage highly organized and structured software development skills to design, code, test and support object-oriented and test-driven software applications using Microsoft technologies. The person in this position will use creativity and advanced problem-solving skills to independently solve complex business problems. In addition, the person in this position provide direction on architecture and design and guide less experienced software development staff.

Essential Functions

- Collaborate with architect on design and implementation strategies to ensure the designs and development solutions meet overall goals.
- Lead design initiatives, mentor junior team members and participate in the development of architecture and coding standards.
- Develop, extend, test and maintain enterprise-level applications built upon Microsoft Technologies.
- Analyze business, functional and technical requirements for new products and product enhancements.
- Ensure compliance requirements and other governance measures are met.
- Prepare reports, manuals and other documentation on the status, operation and maintenance of software.
- Provide accurate estimates of development tasks to be used for project management and scheduling.
- Participate in Scrum meetings and create and complete Sprint tasks.
- Responsible for committed tasks and stays ahead of assigned tasks.

- Consult with business systems analysts to fully understand requirements and add technical details.
- Provide input to testing to aid in quality assurance, user acceptance and regression test cycles.
- Provide support to the business teams as needed.

Competencies

- **Communication:** Communicates well both verbally and in writing, creates accurate and punctual reports, delivers presentation, shares information and ideas with others, and has good listening skills.
- **Initiative:** Tackles problems and takes independent action, seeks out new responsibilities, acts on opportunities, generates new ideas, and practices self-development.
- **Problem Solving/Analysis:** Breaks down problems into smaller components, understands underlying issues, can simplify and process complex issues, understands the difference between critical details and unimportant facts.
- **Productivity:** Manages reasonable workload, volunteers for additional work, prioritizes tasks, develops good work procedures, manages time well, and handles information flow.

Supervisory Responsibility

This position is responsible for providing oversight for 3-4 junior developers.

Work Environment

This position operates in a professional office environment, and routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines.

Physical Demands

While performing the duties of this position, the employee is regularly required to communicate with colleagues and operate standard office equipment.

Position Type/Expected Hours of Work

This is a full-time position. Days and hours of work are Monday through Friday, 8:30 a.m. to 5 p.m. This position may occasionally require long hours and weekend work.

Required Education and Experience

- 6+ years of experience in the development and implementation of client/server and web-based applications.
- Bachelor's or Master's degree in Computer Science, Software Engineering, Mathematics or equivalent.
- 6+ years of experience in all phases of the software development lifecycle including requirements gathering, design, development, testing, implementation and support.
- 6+ years of expertise with C#, VB.Net, HTML, and CSS and JQuery/JavaScript.
- 4+ years of expertise developing web sites using ASP.Net (Web Forms and MVC).
- 6+ years of expertise developing for Microsoft SQL Server.
- 4+ years of expertise with structural frameworks and JavaScript libraries such as Knockout and Angular JS.
- Experience with WinForms development.

- Experience with WPF UI design.
- Experience with MVVM design patterns or similar architectural patterns.
- Experience with SQL Server Reporting Services (SSRS) or similar reporting solution.
- Experience converting business requirements to technical design documents.
- Strong understanding of industry tools and technology and how their implementation affects project goals.
- Expert knowledge of object-oriented and test-driven development concepts.
- Strong understanding of data integration problems, including validation and cleaning of data.
- Demonstrated knowledge and experience with Agile SDLC methodologies.
- Ability to work under minimal supervision, handle multiple priorities and respond completely and accurately to deadlines.
- Strong interpersonal and communication skills.

Preferred Education and Experience

- Experience with Microsoft Azure technologies is desirable.
- Experience with Team Foundation Server and Visual Studio Team Services is desirable.
- Exposure to Microsoft SQL Server administration tasks such as backup, restore, re-indexing and performance tuning.
- Experience with SQL Server Integration Services (SSIS) is desirable.
- Experience with SQL Server Analysis Services (SSAS) is desirable.
- Experience working with business users to understand issues and provide proper support.
- Experience developing native mobile applications or with Xamarin for cross-platform mobile application development.
- Experience with Microsoft SharePoint is desirable.

Benefits Package

NCCPA offers a competitive compensation and benefit package for those who join our team. Benefits include group medical, dental and vision coverage, health reimbursement arrangement, life insurance and short- and long-term disability coverage. In addition to time off for holidays, our employees enjoy a generous paid time off program for vacation, personal and sick time, flexible time, and telecommuting. Other benefits include a robust 401(k) plan, profit sharing as well as flexible spending, and tuition and health club reimbursement programs.

Interested Candidates

Please forward a copy of your resume and salary requirements to HR@NCCPA.net.

NCCPA is an Equal Opportunity Employer