



SWINOMISH INDIAN TRIBAL COMMUNITY

JOB DESCRIPTION

JOB TITLE: APPLICATION DEVELOPER
DEPARTMENT: INFORMATION TECHNOLOGY
SALARY: DOE
CLOSES: OPEN TILL FILLED

POSITION SUMMARY

This role is responsible for the development, maintenance, and management of custom programming code and web-based data portals developed for the use of the Swinomish Indian Tribal Community. This role will provide development and support for a variety of customized applications, as well as Commercial off the Shelf (COTS) products. Support and development will include .NET and other programming languages, web interfaces to back-end databases developed in Microsoft's SQL Server. Support also includes the operation and maintenance support for legacy systems and website applications. This position works closely with the Director of Information Technology in the identification, development, and implementation of software development projects necessary for the Tribe's maintenance, growth, and development.

SUPERVISION

This position reports to and is directly supervised by the Tribe's Information Technology Director.

JOB DUTIES

- Understand client requirements and how they translate in application features
- Understand and follow established Software Development Process
- Collaborate with IT leadership to set specifications for new applications
- Evaluate existing applications to reprogram, update and add new features
- Design creative prototypes according to specifications
- Write high quality source code to program complete applications within deadlines
- Perform unit and integration testing before launch
- Conduct functional and non-functional testing
- Troubleshoot and debug applications Design databases
- Design user interfaces
- Assist with providing estimates
- Develop technical documentation to accurately represent application design and code; and user manuals supporting custom applications that have been developed.
- Communicate effectively with good written and verbal communication skills

MINIMUM REQUIREMENTS

- BA/BS degree in Computer Science, Information Technology or related field plus 5 years of related experience in computer application development.
- Minimum of 3 years' relevant experience in a multi-platform environment, application or database development

- Ability to program in at least one programming language such as C#, Java (J2EE) etc.
- Familiarity with .NET, developing projects using .NET technology
- At least 2 years of experience with Team Foundation Server.
- Familiarity with and experience working in an Agile Framework.
- Ability to work in a multi-task, multi-project development environment
- Excellent interpersonal skills with proven ability to work in a team-oriented collaborative environment
- Highly self-motivated and self-directed
- Strong customer relationship skills
- Ability to work during non-standard business hours.
- A valid Washington State driver's License, or the capability to get one within a reasonable amount of time, is required at time of appointment or at a time set by IT Director.

WORK ENVIRONMENT AND TIME COMMITMENT

- Work schedule is 40 hours per week. This is a full-time position.
- Must be able to pass a drug screening.
- Work will require bending, lifting and carrying up to 15 pounds

EMPLOYMENT CONDITIONS

The Personnel Policies and Procedures of the Swinomish Tribal Community apply to all employees.

Employees in this classification are considered non-exempt.

INDIAN PREFERENCE APPLIES TO THIS RECRUITMENT

APPLICATION INSTRUCTIONS

- Download an Application at <http://www.swinomish-nsn.gov/resources/humanresources.aspx> or request an **Application Packet** by calling (360) 466-7347 or e-mail to aidwards@swinomish.nsn.us or grendon@swinomish.nsn.us.
- Include a **cover letter** identifying why you feel you are qualified for this position.
- Complete the Swinomish Tribal Community application form; **do not write, "see resume on the application"**.
- **Return the application, along with the cover letter and resume to Gissela Rendon, Human Resources.**
 - **Email to grendon@swinomish.nsn.us or mail to:**
Swinomish Tribal Community
Human Resource Office
11404 Moorage Way
La Conner, WA. 98257

Consistent with practices on federally recognized Indian Tribes, Native American hiring preference may apply. The policies of the Swinomish Tribal Community apply to all employees. All offers of employment are contingent on the successful completion of a drug and alcohol screening. This position involves regular contact with or supervision over Indian children and a successful applicant must meet minimum standards of character based on a background check