

Plexis Healthcare Systems, Inc.

POSITION DESCRIPTION

POSITION TITLE: Software Engineer/Architect DEPARTMENT: Engineering – Level IV
CLASSIFICATION: Full Time - Exempt APPROVED BY: Paula Weldon

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Development Manager
POSITIONS SUPERVISED: None

POSITION PURPOSE

This position is responsible for the product development life cycle, including software systems design, documentation, programming and implementation, and configuration management. This includes handling a wide variety of situations and conflicts involving the functional and implementation specs as well as coding the functionality outlined in the functional specifications. Takes direction from lead Software Engineers; as well as contributing to the team in a constructive manner. Requires excellent analytical skills as well as strong communications and interpersonal skills that supports cross organizational teams during project life cycles.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

- Develop enterprise level applications in Microsoft.NET, Windows, NHibernate, C# and MS SQL Server.
- Leverage his/her knowledge of object-oriented, Windows based development and advanced modeling techniques to implement scalable, multi-tiered applications.
- Present demonstrable experience in systems development tools and methodologies including Agile, SCRUM, Extreme Programming (XP) & UML modeling.
- Write SQL code (stored procedures, triggers, views, etc) as part of a project team to implement functional requirements ensuring correctness and optimized performance.
- Conduct Code Reviews and assist Management in establishing Standards and Best Practices.
- Analyze and mature existing solutions.
- Analyze troubleshoot program code to isolate and correct errors.

ADDITIONAL RESPONSIBILITIES:

- Collaborates with cross functional teams to analyze customer requirements and create technical specifications and/or design documents for new applications

- Create technical documentation for internal and external clients that accurately describe the configuration of technology utilized to implement a development solution
 - Create estimates of development tasks to be used for project scheduling
 - Analyze and troubleshoot existing program code to isolate and correct errors
 - Solves complex, analytical problems
 - Understands the use of industry tools and technology and how their implementation affects project goals
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DEVELOPMENTAL FOCUS:

Level 3-4 Foundation skills; Level 3-4 advanced functional area knowledge; solid IT, Healthcare knowledge; Level 1-2 Process Management skills; Level 1-2 Department Management and Leadership skills; Level 1-2 Decision Making skills

PERFORMANCE MEASUREMENTS:

Software Engineer/Architect IV:

Accountable for the detailed development and support in specialty/technical area; delivers results on time; when assigned, effectively manages technical projects; contributes to proposal efforts; develops skills of project employees; provides technical leadership to project; disseminates knowledge; assists in tool and methodology development

QUALIFICATIONS

- 15 years of experience in the development and implementation of Client Server & Windows based applications
 - 8 years experience at a Architect Level
 - Advanced knowledge with large scale development of enterprise.
 - Experience with Object Oriented Analysis and Design as well as Object Oriented Design Patterns.
 - Advanced knowledge in using best practices to perform software design, leveraging the methodologies of software systems analysis, design, testing.
 - Experience creating technical documentation.
 - Experience creating UML and implementing Object-oriented design patterns.
 - Experience with reverse engineering and refactoring of systems.
 - Advanced knowledge of SQL Server tools (Management Studio, Configuration Manager, SQL Server Integration Services)
 - Advanced knowledge of database design, writing queries, triggers and stored procedures on SQL Server
 - Deadline driven accountability
 - Excellent communication and management skills
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PHYSICAL ACTIVITIES AND REQUIREMENTS OF THIS POSITION

- Ability to access input and retrieve information from a computer to produce typed copy.
- Capacity to communicate adequately, in person or via telephone, in a professional business manner, which can be understood.
- Capability of dialing or otherwise using a telephone to place and receive telephone calls.
- Willingness and capability to come and go from the work area repeatedly throughout the day as is necessary.
- Willingness and capacity to sit or stand for minimum periods of one hour at a time.
- Capacity to pick up, leaf through and read books and files and other materials.
- Willingness and ability to maintain regular attendance for normally scheduled hours, to work overtime and to be flexible to work other shifts as necessary (i.e., potential weekend schedule).

WORKING CONDITIONS

Ability to tolerate, use, work with, in, or under:

- Florescent lighting
- Recycled air
- VDTs
- Semi-enclosed areas
- Central heating and air conditioning
- Office noise
- Occasional moving to new seating areas and buildings

The key physical requirements for this position include the ability to move freely through an office environment; use of standard office equipment including PCs, Fax Copiers and Phone Systems. Auto and possible Air travel to client locations may be required.

MENTAL ACTIVITIES AND REQUIREMENTS OF THIS POSITION

- Software engineering functions are efficient, effective, and conducted in accordance with department policies and procedures, and with applicable laws
- Engineering policies and procedures are regularly reviewed and followed.
- Management is appropriately informed of any significant problems
- Suggestions for improved efficiency and effectiveness are provided
- Required reports and records (including time entry) are accurate and timely
- Good communication and effective working relations exist with related departments
- The company's professional reputation is projected in all documentation
- Successfully prioritizing tasks and meeting project deadlines
- Working independently when required
- Working successfully in a team environment

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal systems and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills, and abilities included have been determined to be the minimal standards required to successfully perform the positions. In no instance, however, should the duties, responsibilities and requirements delineated be interpreted as all inclusive. Supervisors as deemed appropriate may assign additional functions and requirements.

In accordance with the American with Disabilities Act, it is possible that requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks to the employee or others or which impose undue hardships on the organization.

Job descriptions are not intended as and do not create employment contracts. The organization maintains its status as an at-will employer. Employees can be terminated for any reason not prohibited by law.

Sign: _____

Date: _____