

**POSITION DESCRIPTION**

**Job Title:** Software Developer  
**Status:** Exempt  
**Department:** Information Systems

**PURPOSE:**

An Oracle Software Developer is primarily responsible for developing new systems and maintenance of Allied's existing systems. Primary duties include development and support of new systems using Oracle development tools. Extensive use of SQL and PL/SQL languages is required. Some Java programming may also be performed. The Developer may be required to learn how to configure and use new software products and development tools on their workstation.

The primary role of this position is to perform computer software development based on business specifications and system design requirements. The abilities of the person in this position will determine the extent to which this person is involved with analysis and system design.

**ESSENTIAL FUNCTIONS:**

- 50 % 1. Participate in the development of new Oracle based systems. Oracle development utilizes Oracle Forms, BI Publisher, SQL PL/SQL and JAVA languages. Java experience preferred, but optional. Adhere to coding standards and other development standards.
- 30 % 2. Support production Oracle systems. Implement changes to existing internal systems.
- 20 % 3. Support end-users of systems. Develop or help end-users develop database queries. Perform problem resolution. Validate database data content. Document how program or system was developed or how it is to be used.

**MARGINAL FUNCTIONS:**

1. Provide any other duties as directed by the IS Manager.
2. Assist with software upgrades.
3. Perform any special work that may require off-hours work.

**REQUIREMENTS:**

1. Bachelor degree in Computer Science or equivalent work experience.
2. Accomplished experience in the following skills:
  - Writing Oracle SQL.
  - Writing PL/SQL.
  - Oracle Developer or other Oracle Development Tools.
  - Solid testing and debugging skills.
3. Ability to perform on-line research and acquire new skills. Ability to learn and understand insurance product coverage benefits and rating requirements.
4. Ability to work under time constraints and meet deadlines. Ability to handle stress with varying workloads that sometimes requires off-hours work.

5. Good communication skills, i.e., ability to relay technical information to others in the department and company and to translate technical language into user-friendly terminology. Ability to provide professional and courteous service.
6. Strong logic and analytical skills.
7. Good understanding of departmental philosophy and schedules.
8. Ability to speak, read, comprehend and follow written and verbal English instructions. Ability to communicate effectively verbally and in writing.
9. Ability to adhere to department and company required standards.
10. Ability to meet company attendance requirements.
11. Ability to stay seated for prolonged periods of time.

**FACTORS IMPORTANT TO SUCCESSFUL PERFORMANCE OF POSITION:**

Problem solving	Interpersonal skills
Analytical ability	Flexibility
Software development design skills	Software program debugging skills
Team player	Math skills

The position requires that the individual be able to understand existing Oracle programs and develop new system capabilities. Must be able to learn new computer technologies. Individual will take direction from multiple persons as responsibilities dictate.

**PHYSICAL DEMANDS OF POSITION:**

Walking	10% of time	Walking to end users and computer room.
Sitting	90% of time	Sitting at desk.
Reaching	50% of time	Operate computer equipment, telephone, print-outs.
Speaking	25% of time	Talking to IS Manager, Software Development Team and end users.
Listening	30% of time	Listening to end users and Manager.
Seeing	100% of time	Looking at computer terminal and print-outs.
Color Vision	20% of time	Looking at color documents.

NOTE: Applicants who need accommodation for an interview or job testing, please request this in advance to the Human Resources Department.