



Software Developer Job Overview

Qualifications for employment at Watermark include having made a life commitment to Jesus Christ, agreement in writing with the Beliefs and Governance statements of Watermark, and having a work history and a lifestyle that are consistent with biblical principles. Must be an existing Member of Watermark or willing to become one.

JOB TITLE: Software Developer

FLSA STATUS: Exempt

DEPARTMENT: Operations

REPORTS TO: Director of External Technology Development

POSITION SUMMARY: Watermark is seeking passionate, mission-minded, fully devoted followers of Christ who happen to be capable, full-stack web developers. We have small development team that supports numerous ministries in the equipping of the saints within the Bride of Christ, here and beyond. We value iterative development, high-quality code, testing, automation, lean process, and GitHub. We prefer Ruby on Rails and React with Typescript. As stewards of the mysteries of God, our goal is to amplify and extend the reach of the Gospel of Jesus Christ and the truth found is His Word as far as technology will allow.

ESSENTIAL SKILLS & EXPERIENCE:

- Front-end web development experience with HTML & CSS
- Experience modeling data and relationships
- Model-View-Controller pattern experience
- Git source control, Agile Sprint, and/or Kanban

PREFERRED:

- Full Stack Developer – HTML/CSS, Javascript, RESTful API development, SQL queries
- 2+ Years of Ruby on Rails, Python/Django, or Javascript experience
- Experience with React, Ember, Angular, or equivalent frameworks
- Experience with unit and integration testing
- Experience deploying and supporting production apps
- Experience with design using frameworks such as Bootstrap, Foundation, Material UI, Tailwind CSS, etc.
- Experience with native Mobile Frameworks (React Native or similar) a plus
- Degree in Computer Science or related field

POSITION RESPONSIBILITIES:

- Extend API and end-user functionality for existing platforms
- Implement a design from mock to HTML/CSS with a full stack solution utilizing both server and client
- Assist in designing and architecting new systems
- Support and extend existing test suites
- Troubleshoot and fix any bugs that arise
- Participate in Watermark Staff culture activities

MARKERS OF AN IDEAL CANDIDATE:

- Passionate about Watermark and the broader Church
- Learner
- Critical thinker
- Takes initiative
- Willingness to be relational
- Open to feedback