



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

TIME REQUIREMENTS: Full-time; in-office

REPORTS TO: Director of IT

VISION: Abiding in Jesus, we are making disciples together.

POSITION SUMMARY: Responsible for sharing in solving problems from design through production and client support valuing iterative development, high-quality code, testing, automation, lean process, and DevOps.

POSITION RESPONSIBILITIES:

- Work with team members to design and build software systems
- Implement systems from mock to HTML/CSS with a full stack solution utilizing both server and client
- Deploy code and help manage production systems (DevOps)
- Troubleshoot and fix bugs, and participate in hotfix on-call rotation
- Participate in general Watermark staff-required activities (expense reporting, Staff on Call, staff meetings, retreats, Christmas Eve, Easter, other “all hands on deck” events, etc.)

ROLE QUALIFICATIONS:

- Commitment to the vision and 10 markers of Watermark Community Church
- Commitment to Watermark’s staff values: Dependent, Unified, Excellent, and Fun (DUEF)
- 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
- Degree in Computer Science or related field OR 2+ Years of Ruby on Rails or Javascript experience
- Full Stack Developer – HTML/CSS, Javascript, RESTful API development, SQL queries
- Experience with React
- Experience with unit and integration testing, and Continuous Integration.
- 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
- Humble, seeking, and accepting advice
- A quick learner, with a willingness to dive deep into 3rd party libraries and systems
- Takes initiative to identify areas we could do better as a team
- Willing to step outside your comfort zone to help with pastoral situations
- Willing to participate in teambuilding and develop relationships with other teams