



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

DEPARTMENT: Operations

REPORTS TO: Director of IT

FLSA STATUS: Exempt

TIME REQUIREMENTS: Full Time

CLASSIFICATION: Non-Ministerial

POSITION SUMMARY: Watermark is seeking a passionate, mission-minded, fully devoted follower of Christ who happens to be a capable, full-stack web developer. You will work in a small team that supports numerous ministries inside and outside Watermark. You will share in responsibility for solving problems from design through production and client support. Our team values iterative development, high-quality code, testing, automation, lean process, and DevOps. You will also occasionally be asked to participate in non-technical job responsibilities common to all Watermark staff.

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
- Degree in Computer Science or related field OR 2+ Years of Ruby on Rails or Javascript experience

PREFERRED:

- 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

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 Watermark Staff culture activities

MARKERS OF AN IDEAL CANDIDATE:

- Passionate about the mission of the church
- 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