



Senior 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: Senior Software Developer

FLSA STATUS: Exempt

DEPARTMENT: Operations

TIME REQUIREMENTS: Full Time

REPORTS TO: Director of External Tech Dev

CLASSIFICATION: Non-Ministerial

POSITION SUMMARY: Watermark is seeking a passionate, mission-minded, fully devoted follower of Christ who happens to be an expert at developing software. You will work in a small team that supports numerous ministries inside and outside Watermark. Together with your team, you will design, build, and maintain networked software systems that solve the problems of our ministries. You will participate in the requirements gathering process, and guide system design through to deployment, building redundancy and error correction into your solutions. You will provide help and guidance to less experienced developers, ensuring that your systems and code are maintainable, well documented, and easily understood. You will also occasionally be asked to participate in non-technical job responsibilities common to all Watermark staff.

Our team values iterative development, high-quality code, testing, automation, lean process, and DevOps. We strive to produce reliable solutions that are maintainable and well documented using technology that is easy to google. We prefer Ruby on Rails and React with Typescript, but are open to other solutions where it fits our goals.

ESSENTIAL SKILLS & EXPERIENCE:

- 5+ years of experience as a Software Developer
- Strong portfolio demonstrating programming and design skills
- Demonstrated ability to build a system or subsystem from scratch based on technical requirements
- Expert knowledge of at least one programming language
- Interpersonal skills, mentorship ability, and kindness towards those less knowledgeable than themselves

POSITION RESPONSIBILITIES:

- Work with team lead to break down technical requirements into individual tasks
- Provide leadership and mentorship to team members in designing and building software systems
- Ensure all new software functions smoothly across various programs and platforms
- Manage deployment and operation of new and existing programs and systems (DevOps)
- Understand technical debt and legacy code; provide recommendations on upgrading legacy systems
- Apply best practices in automated testing and Continuous Integration to maximize the team's forward progress
- Document module and system APIs for the benefit of other developers
- Keep up to date on the newest technological innovations in the field; apply relevant innovations to our systems

MARKERS OF AN IDEAL CANDIDATE:

- Passionate about the mission of the church
- Humble, seeking, and accepting advice
- A capable teacher, compassionate, and kind
- A quick learner, with a willingness to dive deep into 3rd party libraries and systems
- Willing to be paged for an off-hours incident, and works to prevent future off-hours pages
- Experience in AWS, Heroku, Docker, and devops tooling
- Experience in Web or App technologies including React and React Native