

EXEMPT RECRUITMENT ANNOUNCEMENT
Software Developer, Information Technology

Reports to: Chief Technology Officer
Division: Information Technology
Classification: Exempt
Salary: \$62,000 - \$75,000 Annually
Closes: June 10, 2015 at 5:00 p.m.

Agency Profile

The Washington Student Achievement Council (WSAC) links the work of the secondary schools, higher education, and state education agencies to achieve the mission of improving educational outcomes for students at all levels. Supported by a cabinet-level state agency, the Council proposes improvements and innovations needed to adapt the state's educational institutions to evolving needs, and advocates for increased financial support and civic commitment for public education in recognition of the economic, social, and civic benefits it provides. The agency also conducts research and analysis, protects education consumers, manages the Guaranteed Education Tuition (GET) college savings program, and administers state and federal financial aid programs.

About the Division

Would you like a job where you use your abilities to help kids go to college? At the WSAC, we advance post-secondary educational opportunities through strategic planning, administration of financial aid, and advocacy. We're also nerds who love technology and believe that web programming and automation are not only the coolest things ever, but are at the heart of any smoothly running organization.

In the Information Technology team, we value innovation, creativity, and independence. Employees are given room to experiment, fail, and ultimately come up with solutions that are even more awesome than originally envisioned. We use all of the flexibility we can muster to free our developers to do what they love to do – write code. Developers get powerful workstations, the latest versions of tools, standup desks if desired, triple monitors, flexible hours, telecommute options, and casual attire. We also have a forty-hour work week.

Joel Test score: 9 out of 12

The Joel Test (<http://www.joelonsoftware.com/articles/fog0000000043.html>) is a twelve-question measure of the quality of a software team. We're shooting for a 12, but we're a small shop and aren't there yet.

- Do you use source control? Yes
- Can you make a build in one step? Yes
- Do you make daily builds? Yes
- Do you have a bug database? Yes
- Do you fix bugs before writing new code? Yes

- Do you have an up-to-date schedule? No
- Do you have a spec? No
- Do programmers have quiet working conditions? Yes
- Do you use the best tools money can buy? Yes
- Do you have testers? No
- Do new candidates write code during their interview? Yes
- Do you do hallway usability testing? Yes

About the Position

We are looking for a talented software developer to complete a four person team. This position will work on a broad array of projects for the agency, but will primarily focus on the financial aid systems managed by WSAC. Many of these financial aid programs target low income families and provide a lifeline allowing them access to higher education and the higher wage jobs. For more information, please see <http://wsac.wa.gov/sfa-overview>

While we welcome experienced developers, we also encourage more recent grads to apply. Many of us started as interns, work studies, or came here after a first or second job out in the world. Whether your abilities come from coursework, a job, or your open source side-project, if you are comfortable doing a deep dive into code and can demonstrate that you really know your stuff, then please apply!

Essential Functions & Work Activities:

Developers at the WSAC work with the following tools and technologies:

- Object oriented web apps using AngularJS, C#, ASP.NET, and MVC framework
- HTML, CSS3, Bootstrap, and Javascript/Jquery
- Entity Framework ORM
- Unit Testing
- Git source control
- Team City continuous integration server
- Jira bug tracker
- SQL Server database

Skills & Requirements

- Object Oriented programming language (we use C#, but most staff came here with a Java background and picked up C# quickly)
- Understanding of relational databases (we do full stack development)
- BS in Computer Science or related field
- Ability to design and implement projects in a self-directed fashion

- Ability to quickly assimilate whatever technologies are needed for a project (for instance, we recently embraced Angular for most of our projects)
- Ability to take a project, overcome barriers, and just make it happen

Application Procedures

To be considered for this position, you must possess the required qualifications listed above and submit a complete application package, which must include the following:

1. A cover letter describing how you meet the required and desirable education and experience of this position.
2. A current resume.
3. Names and phone numbers of three professional references.
4. Authorization to Release Information form.*
5. Affirmative Action Form (optional).*

*These forms can be found on our website at <http://wsac.wa.gov/employment>

Electronic application packages are encouraged and should be sent in **MS Word format or as a .pdf only** with “Software Developer” in the subject line. If your submission is in a PDF file format, please put the optional affirmative action form in a separate file.

Fax: (360) 704-6202 | **Email:** HumanResources@wsac.wa.gov

Alisha Rollins
Washington Student Achievement Council
917 Lakeridge Way SW
PO Box 43430
Olympia, WA 98504-3430

Please note: The quality and completeness of the required application materials will be considered in determining whether candidates will move to the next phase of the screening process.

The Washington Student Achievement Council is an equal opportunity/affirmative action employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance. Please call (360)753-7802 as early as possible regarding any assistance you may require.