



# Position Profile

## Software Developer

### Software Developer Positions

Phoenix Integration currently has full time Software Developer and Senior Software Developer positions open at our Blacksburg, VA facility. The minimum requirements, preferred requirements, and desired requirements are listed below. If your skills are a match and you are excited by a fast-paced environment developing cutting edge software, send your resume to [hr@phoenix-int.com](mailto:hr@phoenix-int.com) to apply.

### Minimum Requirements

These items are required for consideration for a Software Developer position.

- **Education**
  - Bachelor's Degree in Computer Science, Software Engineering, Computer Engineering, or a closely related field
- **Experience**
  - Minimum of 2 years of relevant work experience (4 years for Senior Software Developer)
- **Programming**
  - Programming proficiency in C++, C#, or Java (programming expertise in one of the languages is required for Senior Software Developer)
    - Must have a basic level of knowledge of all
  - Must have a strong understanding of object oriented programming and appropriate coding practices
- **Personal Attributes**
  - Flexibility – ability to multi-task
  - Good time management skills – ability to prioritize effectively
  - Professional demeanor
  - Good written & verbal communication skills
  - Self-directed, well-organized work habits
  - Takes initiative

### Preferred Requirements

These items are qualifications above and beyond the minimum requirements that make a candidate a strongly preferred candidate.

- **Experience**
  - Experience working in an Agile methodology (e.g. SCRUM, Kanban, Extreme programming, etc.)
  - Experience working as part of a team
  - Experience with facilitation or mentorship (in particular for Senior Software Developer)
  - Experience with software architecture and design (in particular for Senior Software Developer)
- **Personal Attributes**
  - Excellent written & verbal communication skills

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- Effective technical presentation skills
- Team-oriented: group focused

### Desired Requirements

These items are qualifications above and beyond the minimum requirements that are nice to have and could make a candidate a preferred candidate.

- **Education**
  - Master's Degree in Computer Science, Software Engineering, Computer Engineering, or a closely related field
- **Programming**
  - Experience with Web development
  - Experience with database development
- **Experience**
  - Leadership experience and/or managing tasks for others (in particular for Senior Software Developer)
  - Intimately familiar with the tenets and processes of the Agile software development methodology/SCRUM
  - Experienced with Kanban-style development and has served on teams using the Kanban methodology