

## Job Description

**Job Title:** Full Stack Developer 3  
**Reports To:** Lead Programmer Analyst  
**Department:** IT Application Development  
**Division:** Information Technology

**Pay Range:** IT08  
**FLSA Status:** Exempt

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**SUMMARY:** This position will be part of a team responsible for designing, building, maintaining, enhancing, and testing web applications that drive our internal processes and help service our members, utilizing a variety of technology. This position will take on primary support responsibility for components of the OPERS solution stack.

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### ESSENTIAL FUNCTIONS:

1. Collaborates directly with business units, business analysts, subject matter experts and others to implement user requirements into technical solutions.
2. Maintains a working knowledge of modern software development frameworks and tools.
3. Coordinates activities required to support and execute production code deployments.
4. Designs and develops a continuous build architecture with frequent iterations.
5. Independently designs and develops APIs and UI components in alignment with OPERS technical standards and secure coding practices.
6. Writes unit, integration, and end-to-end tests to maximize code coverage and ensure quality deliverables.
7. Implement test strategies and automation frameworks by incorporating automated testing into the development lifecycle across teams to ensure quality deliverables.
8. Independently analyzes defects to identify root cause and recommend appropriate solutions.
9. Maintains high quality of deliverables by conducting unit testing, integration/system testing, regression testing, production implementation shakeout, and post-production support.
10. Promotes code maintainability by ensuring best practices, style, testing, and documentation are followed in accordance with internal standards.
11. Designs and develops robust, scalable solutions which either pay off or reduce technical debt in existing solutions and/or optimizes application performance.
12. Independently performs impact analysis of application changes across various components, holding an end-to-end view of the system.
13. Mentors junior technical staff, performs code reviews and helps guide the team to be effective and agile.
14. Provides feedback and input to management on task completion and staff performance.
15. Openly communicates progress including feature delivery, status updates, blocking issues, and support needs.
16. Performs other duties as assigned.

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### KNOWLEDGE, SKILLS, AND ABILITIES TO PERFORM ESSENTIAL FUNCTIONS\*

#### Education

<ul style="list-style-type: none"><li>• High school diploma or GED</li></ul>	<ul style="list-style-type: none"><li>• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred</li></ul>
<ul style="list-style-type: none"><li>• Bachelors in related field OR Bachelors in any field, plus Java specific training</li></ul>	<ul style="list-style-type: none"><li>• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred</li></ul>

Direct relevant experience can be substituted for education (if applicable)

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| <ul style="list-style-type: none"><li>• 4 years of related experience in addition to the requirements in the Experience section below</li></ul> |
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#### Qualifications

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• Demonstrates a craftsman mindset by delivering high-quality work	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Demonstrates understanding of the technologies listed in skill set matrix below	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Team player with strong sense of self-motivation	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Strong interpersonal skills	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Strong written and verbal communication skills	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Driven to learn new technologies and the ability to apply them to solutions at OPERS	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Customer service attitude	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Problem solving skills	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred

### Experience

• At least 4 years' experience in designing and developing web applications.	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• At least 2 years' experience working with JavaScript Framework.	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• At least 2 years' experience working with Java	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Demonstrated proficiency in the technologies listed in the skill set matrix below	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred

### Certifications/Licenses

• No Certifications/Licenses	• <input type="checkbox"/> Required <input type="checkbox"/> Preferred
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### Skill

Full Stack Developer 3 Skill Matrix	
Java	Required
Automated Unit Testing	Required
HTML5	Required
Object Oriented Programming Design	Required
REST API Design and Development	Required
Relational Databases / SQL	Required
JavaScript	Required
CSS	Required
Angular	Preferred
Agile Methodology	Preferred
GIT	Desirable
Spring	Desirable
Maven	Desirable
CSS Pre-processors (SASS)	Desirable
Jenkins, CI/CD	Desirable

### Physical Requirements\* (if applicable)

• Not Applicable
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\*Reasonable accommodations may be made to enable individuals with disability to perform the essential functions.  
 If repetitive physical movement is required to perform the essential functions of the position, please discuss with HR

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**DISCLAIMER:** *The above statements are not intended to be construed as an exhaustive list of all duties, skills and responsibilities required.*

