

## POSITION DESCRIPTION

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**TITLE:** Senior Developer - Lead

**REPORTS TO:** Software Development Manager

**WORK WEEK:** Standard

**TYPE OF EMPLOYMENT:** Full Time Permanent

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### ROLE OBJECTIVE:

Reporting to the Software Development Manager, the Senior Developer is responsible for taking a team leadership role in successfully planning and executing development tasks for projects related to Adlib Software's Product Roadmap.

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### KEY PERFORMANCE MEASURES:

- Timely delivery of high quality, unit tested software that meets requirement and design specifications
  - Ability to provide technical and process leadership to others on the team
  - Timely management of assigned personal and team tasks
  - Champions of Adlib Standard Operating Procedure and its continuous improvement
  - Successful anticipation and management of all details related to software development
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### SPECIFIC RESPONSIBILITIES & DUTIES:

This job specification should not be construed to imply that these requirements are the exclusive standards for the position. The incumbent may be required to perform any other related duties as may be requested by their supervisor/manager.

To effectively fulfill the responsibilities of this position, the candidate must be able to complete the following:

- Participate in detailed software design, providing creativity and innovation
- Provide leadership to other developers
- Provide software programming expertise to the Development team
- Take ownership of assigned personal and team tasks
- Effectively manage time in executing assigned tasks across multiple projects
- Follow Adlib development SOP
- Ensure team adherence to SOP
- Anticipate and proactively mitigate issues that introduce risk to the development lifecycle



## **TECHNICAL QUALIFICATIONS:**

The Senior Developer must have a diploma/degree in computer science or equivalent and a minimum of twelve years of work experience in a software development environment. They must also be highly skilled in:

- Developing architecture and software for distributed systems (12+ years)
- C++ (12+ years)
- .Net Framework development (6 – 8 years, up to v3.5)
- Web services / WCF development (5 yrs min, recent WCF an asset)
- Database driven applications (12+ years)
- Team Foundation Server

Additional strong skills required in:

- C#, Java programming languages
- Database Schema Design
- RDBMS's (Oracle and MSSQL)
- XML, XSLT, XSL-FO, SOAP (Web Services) technology
- PDF specification and related technologies
- UML
- Development following the MSF for Agile process

Knowledge in one or more of the following would be an asset:

- Microsoft Office and IBM SmartSuite Application APIs
- Working with different file formats and conversion
- Web Technologies such as ASP.Net, HTML
- Silverlight
- Working with Enterprise Content Management (ECM) such as SharePoint, Documentum, Livelink, Interwoven and Filenet
- Installshield

Knowledge and experience in process automation related to product builds and unit testing in the context of .Net Framework solutions would also be a strong asset.

## **QUALIFICATIONS**

- Understanding of, and focus on, requirements
- Excellent written and verbal communication
- Ability to create and follow a well defined development plan
- Superior analytical skills
- Highly disciplined in the areas of coding and unit testing.
- Self-starting and highly motivated
- Ability to work under pressure
- Enthusiastic and motivational

The incumbent must demonstrate proven leadership abilities, and a track record of working with a team to achieve high quality and timely results.

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## **COMPANY EXPECTATIONS:**



- Professional conduct with both internal and external customers
- Demonstrate a commitment to all facets of the role; working towards the achievement of the company goals and objectives
- Awareness of policies and procedures and fellow team members within the organization.
- A significant degree of creativity and latitude is expected.