

**Job Title: Software Developer**

**Job Type: Full Time**

**Location: Lebanon, New Jersey**

**Job Overview:**

This is a full time, on-site position in Lebanon, New Jersey. Working as part of a team or individually, incumbent will develop new software applications, and provide support or additional development for existing applications. Position works closely with customers, Business Analysts and Project Managers to understand business requirements that drive the analysis and design of quality technical solutions.

**Expectations:**

- Participate in the full systems life cycle with solution design, development, implementation and production support.
- Handle change requests, providing quick and efficient solutions
- Analyze business requirements and transform them into technical design
- Create and implement designs for developing and testing the functional requirements
- Maintain source code
- Administer development and production environments, including websites and databases
- Proactively provide ideas and solutions towards the improvement of products and the business
- Interact with the team to understand the business requirements
- Provide effort estimates and prioritize tasks
- Provide timely functional releases so as to meet fast changing business
- Assess risk and impact on the existing system that may arise due to any requirement or functional change

**Qualified candidates will possess the following skills, competencies and background:**

- Experience in system analysis, design, coding and testing
- Comprehensive knowledge of relational databases and stored procedures utilizing multiple joins (SQL and Oracle preferred)
- Knowledge of technologies including:
  - HTML, CSS, ASP.NET, VB.NET or other similar tools
  - ASP.NET development using C# and/or VB
  - Windows Forms development using C# and/or VB
  - ASP Classic
  - Visual Basic 6 or Visual Basic for Applications (Access/Excel/Outlook)
  - SQL Server 2005 database administration and stored procedures
  - Web Services, XML, AJAX

- HTML & JavaScript
  - CSS & DHTML
  - IIS Administration
  - C++, Perl, VBScript
  - Understanding of TCP/IP Networking, and standard protocols such as FTP, SMTP, HTTP, etc.
- Commitment to quality, accuracy and attention to detail
  - Ability to help with network and workstation support
  - Specific expertise in creation of dashboards and process metrics reports a plus
  - Demonstrated ability to be productive with minimal supervision
  - Excellent organizational and communication skills
  - Ability to manage multiple ongoing client engagements
  - Ability to build strong client relationships
  - Bachelor's degree or above required
  - Minimum 5 years experience required

**About Us:**

Transformation Associates (TA) provides an integrated, full-service consulting solution that leverages proven Leadership, Change Management, Process Improvement and Organizational Development best practices to drive transformation efforts and deliver business excellence across the enterprise. Our consulting team is comprised of successful business leaders with extensive management, consulting and academic experience and a strong bias for leveraging valid, pragmatic organizational development models.