

WEBSITE DESIGNER

The Web Developer-Designer is responsible for the development and design of major and minor Web applications and components for internal and external Insurance system users. The developer will design, develop, test and deliver web sites, applications and components. Flexibility, adaptability and the ability to learn quickly in various technical and creative environments, while delivering quality work by tight deadlines, are key attributes of this individual.

Duties and Responsibilities

- Operates effectively as a member of the development team.
- Also operates effectively as an individual for quick turnaround of enhancements and fixes.
- Responsible for meeting expectations and deliverables on time and in high quality.
- Responsible for the development of web applications and components.
- Responsible for the design and development of web pages, graphics, multimedia, GUIs.
- Effectively develops in a clean, well-structured, easily maintainable format.
- Utilizes storyboarding and graphic pre-designs where appropriate.
- Demonstrates creative, technical and analytical skills.
- Demonstrates ability to communicate effectively in both technical and business environments.

Qualifications

- Some experience using the RUP methodology.
- Experience in developing websites and/or web applications. Minimum of 2 years of web design and development experience is required.
- Solid understanding of navigation and GUI for maximizing usability.
- Front-end and some back-end development experience. More important is the experience of seamless integration of front- to back-end functionality.
- Practical experience in development of HTML, JavaScript, CSS, SQL, Perl, graphics creation with Photoshop, Illustrator, (Adobe Creative Suite), multimedia creation with Flash, ActionScript, (Macromedia Studio).
- Practical exposure and/or experience with some or all of the following: Java Server Pages and Java, XML, PHP, Oracle, MS SQL Server, ColdFusion Server, CFML, CFScript, IIS, Windows Server environments.
- Excellent written and oral communication skills.
- Desire and willingness to work in a collaborative, innovative, flexible and team-oriented environment.
- BS / BA university degree a plus but not required.

Rate: Depends upon experience (TBD)

PROJECT RELATED COMPETENCIES SOLUTION DEVELOPMENT AND DELIVERY

- Assists in physical and logical database design.
- Understands technical and functional design requirements.
- Creates prototypes for client engagements.
- Designs, codes, and tests technical solutions.
- Identifies system deficiencies and recommends solutions.

PROJECT EXECUTION

- Assists in enforcement of development deadlines and schedules.
- Understands the necessity of and contributes to coding standards.
- Develops internal and external meeting objectives and agendas.
- Prioritizes multiple tasks effectively.

PROFESSIONAL QUALITIES

- Displays a positive attitude.
- Demonstrates flexibility in day-to-day work.
- Sets high standards of performance for oneself.

TEAMWORK

- Establishes harmonious working relationships with team members.
- Appreciates each team member's contributions and values each individual member.

CLIENT MANAGEMENT

- Values internal and external clients and responds to their needs as they arise.
- Establishes effective working relationship with clients.
- Follows established communication guidelines.
- Uses good judgment in what and how to communicate with clients.

ORGANIZATIONAL RESPONSIBILITIES

PROFESSIONAL DEVELOPMENT

- Understands the professional development process and becomes actively involved by setting challenging goals and meeting them through continuous learning.
- Seeks input from mentors and supervisors.
- Actively applies feedback received to day-to-day work and strives to improve performance.

INTERNAL OPERATIONS

- Accurately completes and submits time and expense reports in a timely manner
- Accurately completes and submits status reports in a timely manner.
- Complies with all company policies and procedures.