

Senior Software Developer

This position currently follows a hybrid work schedule, with three in-office days. Tuesday and Thursday are Company anchor days, and the third day will be worked out with your manager.

POSITION SUMMARY:

The Software Developer designs, develops, tests, and supports software solutions that meet business and user needs within a Property & Casualty insurance environment. Working as part of a collaborative, hybrid development team, this role participates in the full software development lifecycle—from requirements analysis and solution design through testing, deployment, and ongoing support.

PRINCIPAL ACCOUNTABILITIES:

System Maintenance and Enhancement

- Participate in all phases of the software development lifecycle for assigned projects, including:
- Review business and technical specifications to understand requirements.
- Collaborate with business users, analysts, and senior developers to clarify requirements and identify solutions.
- Develop and modify application code and database objects in accordance with approved specifications.
- Perform unit testing and resolve defects to ensure solutions meet functional requirements.
- Support user acceptance testing by addressing issues and implementing approved changes.
- Assist with production deployments and post-implementation validation under established change management procedures.
- Follow established development standards, coding practices, documentation requirements, change management procedures, and system naming conventions.
- Troubleshoot application issues and implement fixes with guidance from senior team members when appropriate.
- Participate in code reviews and incorporate feedback to improve code quality and technical skills.
- Document technical changes and maintain accurate system documentation.

Production Support

- Collaborate with senior developers and actively participate in code reviews, knowledge sharing, and continuous learning opportunities
- Assist in the event of a disaster/serious system problem, as a backup to operations when required.
- Be available for pre-scheduled (2-3 yearly) “ON-CALL” to ensure the timely completion of the daily & month-end cycles

Business Insights and Analytics

- Build an understanding of business operations and customer needs to develop solutions that deliver value.
- Partner with business users to understand workflows, identify challenges, and translate requirements into effective software solutions.
- Analyze application and database information to support troubleshooting, testing, and continuous improvement efforts.
- Leverage data to validate solutions, identify trends, and support informed decision-making.

Communication and Relationship Building

- Build positive working relationships with business users, project team members, and IT colleagues to support the successful delivery of technology solutions.
- Communicate project status, technical issues, and progress clearly and professionally to team members and stakeholders.
- Collaborate with business analysts, quality assurance, infrastructure, and senior developers to understand business requirements and deliver effective solutions.
- Seek feedback and guidance from senior developers to expand technical knowledge and improve development practices.
- Provide responsive and courteous support to end users by investigating issues, answering questions, and resolving problems in a timely manner.
- Stay abreast of industry trends to knowledge share and brainstorm with members of IT team.

Other Responsibilities

- Work with outside vendors on specifically assigned projects.
- Other duties as assigned.

*This job description is not all inclusive and may include additional duties if needed.

JOB REQUIREMENTS:**EDUCATION:**

- Bachelor's degree in Computer Science or equivalent.

EXPERIENCE:

- Two or more years of experience with Python (or a similar programming/scripting language).
- iSeries/AS400 or other enterprise platforms is preferred.
- Property/Casualty insurance experience is preferred but not required. COBOL experience is a plus.

SKILLS:

- Analyze problems and develop well thought out solutions.
- Communicate effectively and patiently both verbally and in writing, convey solutions and results with team members and non-technical stakeholders.
- Ability to balance results/output across key data points.
- Complete assigned projects with appropriate guidance while demonstrating initiative and a willingness to learn.

Salary Range: \$100,000-125,000 per year. This range is a good faith estimate which reflects the annual salary we reasonably expect to pay for this specific full-time position at the time of posting. The actual salary offered will be based on several factors including the candidate's experience and qualifications.