

Job Description



Job Title	Senior Developer 1	Classification	Hourly, Non-Exempt
Schedule	Full Time, Mon - Fri, 8 - 5	Travel	< 10%

Senior Developers at CAPSHER Technology lead projects and develop team members. You will interact with clients, design solutions, delegate work, and write code using multiple languages. We work in a relaxed environment that values individuals and rewards accomplishment.

Responsibilities

Your primary responsibility will be to lead the development of software applications from design through delivery. You are a primary contact between the client and CAPSHER.

Your daily activities typically include:

- Write code for the application scaffolding and complex features.
- Communicate with junior developers on a project to assign or review their work.
- Review team members' deliverables.
- Design the project architecture.
- Create design documents and work breakdowns for team members to work from.
- Break down work into assignable pieces. Estimate time and monitor progress.
- Meet clients in person or remotely to understand the project and design a solution.
- Develop junior team member's ability to work through problems, interact with clients, and design robust solutions.
- Meet with a more senior developer to discuss project goals, solution, implementation progress, and client relationship.

You will be supported by peers and more senior team members. They will help enhance your ability to run projects, design architectures, and interface with the client. Additionally, a mentor will help you acclimate to the company culture, business process, and local community.

What We Do

We write custom software applications for clients in many industries. Our 50 developers work on projects to optimize oil and gas extraction, web applications, medical tools, scheduling software, code repositories, and mobile devices.

Projects at CAPSHER will expose you to multiple languages and environments, enabling you to expand your technical skills. Current projects are using C#, C++, ASP.NET, MFC, Oracle, Java, Linux, Android, Ajax, and JavaScript. Many projects tie in with advanced, industry-specific hardware products.

About CAPSHER

Founded in 1994, CAPSHER continues to grow in size and the breadth of projects we do. In 2010, Texas Monthly magazine recognized us as one of the best companies to work for in Texas. Additionally, we received the Aggie 100 four years in a row, marking our continued revenue growth.

You'll like our friendly culture, relaxed dress, and flexible schedule. We hold monthly social events where you can get to know your coworkers.

CAPSHER provides a well-rounded set of benefits including: pay with overtime, a retirement plan with company match, medical and dental insurance, free beverages, 10 vacation days and 8 holidays.

Location

The cities of Bryan and College Station combine a vibrant, university city with a family-friendly community. Our headquarters is filled with natural light and individual offices. A building expansion to double the number of private offices is underway.

We are strategically located just 90 minutes from Houston and Austin, and 3 hours from Dallas or San Antonio. There are 150,000 people in Bryan/College Station, with 39% between 21 – 34 years old. The cost of living is lower than major Texas metro areas.

Qualifications

The ideal candidate:

- Holds a bachelor's degree in computer science / engineering, or commensurate experience.
- Has 4 - 6 years directly relevant experience.
- Is proficient at developing with C++ or C#. Additional programming languages are a plus.
- Holds experience working in teams of various sizes.
- Worked with clients or stakeholders in a previous position.
- Shows evidence of designing software architecture and extensible applications.
- Can create project estimates, manage risk, and control schedule.
- Is experienced at supervising and supporting team members while delegating appropriately.
- Has coded an application scaffolding or stub flow.
- Must bring in a portfolio showing at least one application you assisted in building
- Possesses a valid Texas Class C driver's license.
- Is able to perform physical demands including: using computer equipment in an office setting, occasionally lifting and moving objects up to 40 pounds, and occasionally travelling to meet with clients in person.
- Is authorized to work in the USA for any employer, and will not now or in the future require sponsorship for employment visa status (e.g., H-1B visa status).

Apply

If this job sounds like the right fit for you, send us your résumé with a cover letter and fill out the application at www.capsheer.com/careers.

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as assigned to meet the ongoing needs of the organization. This document does not create an employment contract, implied or otherwise, other than an 'at-will' relationship.