

## WSIPP Job Recruitment Software Developer

**Opened:** April 28, 2021  
**Closes:** May 26, 2021  
**Salary:** \$5,503.00-\$7,155.00 per month of full-time work (DOQ)

### Special Note

This is an overtime-exempt, “at-will” appointment, exempt from Washington State Civil Service rules and the Fair Labor Standards Act overtime requirements. The position is eligible for benefits.

### Washington State Institute for Public Policy Profile

The Washington State Institute for Public Policy (WSIPP) is a nonpartisan public research group located in Olympia, the hub of Washington State government. WSIPP is a team of multidisciplinary researchers who conduct applied policy research for the state legislature in a creative and collaborative environment.

WSIPP is strongly committed to the core values of quality and impartiality. Created in 1983, WSIPP has become nationally and internationally recognized for the design, depth, and quality of its research reports and benefit-cost analyses.

### Position Purpose

The Software Developer will assist the Lead Software Developer in providing WSIPP staff with software programming expertise and support, including maintaining and improving WSIPP’s custom software tools, developing new applications as needed, and developing and updating WSIPP’s website as needed. The selectee will be responsible for working independently and seeking guidance from WSIPP staff to ensure that new and existing software is developed and maintained per the needs and wishes of WSIPP staff and that the website meets the needs of users.

### Nature and Scope

WSIPP conducts research at the direction of the state legislature. Common research topics include criminal justice, education, child welfare, mental health, substance abuse, and health care.

The ideal candidate will approach the work with an eagerness to learn and a creative and curious mindset. This person should also be able to work collaboratively and communicate with staff at all levels of the organization.

## Essential Functions

- Software Development: Develop and improve upon existing WSIPP-developed software:
  - *Effect-size model (ESM)*. The ESM is a client-server application that allows WSIPP staff to track reviews of evidence and run meta-analyses to summarize knowledge about specific topics of interest to the legislature. The ESM consists of a custom-developed C# application and a database stored in Microsoft SQL Server. WSIPP staff use the ESM daily to perform critical research tasks and the application supports multiple concurrent users. Development of the ESM includes ongoing maintenance as well as additional improvements by staff request.
  - *Other Software*. This position will also be responsible for identifying needs for developing and maintaining other types of software and proposing technical solutions. A key responsibility of this position will be consulting with WSIPP staff while developing and maintaining software.
- Database Administration: Administer and troubleshoot WSIPP databases related to the ESM, our website, and other software. These databases are frequently accessed by WSIPP staff; error-free operation is of key importance. Other databases may become necessary in the future as the software is improved and developed; this position may be responsible for creating and administering these databases.
- Technical Support: Become a “resident expert” in the technical components of WSIPP software tools. Work closely with WSIPP staff to ensure technical knowledge of software is communicated and documented.

## Additional Duties

- Complete other projects upon request. The Software Developer’s work portfolio may vary depending on evolving organizational needs.

## Knowledge, Skills, and Abilities

- Ability to:
  - Work diplomatically, professionally, and in a nonpartisan manner.
  - Work with groups and individuals from diverse backgrounds in a professional and courteous manner.
  - Develop in-depth knowledge of the business and participate in gathering information.
  - Manage projects and communicate timelines with staff.
  - Read, understand, interpret, and comply with policies, procedures, and regulations.
  - Test new releases of software.
- Strong interpersonal and communication skills:
  - Plainly communicate technical information to non-technical staff.
  - Help staff to problem-solve issues with the software.
  - Clearly document technical information.
  - Collaborate with staff to design new features.

### **Minimum Qualifications**

- Either two (2) years' professional experience in computer application development and maintenance OR education or accredited vocational training in IT or a related program which will substitute year for year for experience.
- Demonstrated proficiency with the following:
  - o An object-oriented programming language
  - o A database query language
- Solid understanding of database concepts.
- Excellent communication skills.
- Strong object-oriented design skills.
- Good problem solving and analytical skills.

### **Desired Qualifications**

- Bachelor's Degree in Computer Science or equivalent work experience
- A demonstrated proficiency with:
  - o C#
  - o T-SQL
  - o Microsoft .NET
- Advanced proficiency in the following technologies:
  - o JavaScript (jQuery is a plus)
  - o Microsoft SQL Server
  - o Internet Information Services (IIS)
  - o Multithreaded or asynchronous programming
  - o Server-side scripting (ASP.NET, PHP, Node.js, etc)
  - o Windows Presentation Foundation (WPF)
  - o Team Foundation Server (or other source code repositories like Subversion or Git)

### **Conditions of Employment**

The Software Developer works in an office environment with occasional meetings in a group setting. Flex scheduling is allowed, and a partial telecommuting schedule may be approved by the Director. Applicants must provide proof of identity and employment eligibility within three days of beginning work.

### **Benefits**

A full state benefits package which includes paid sick and vacation leave; paid campus holidays; a generous medical, dental, life and disability insurance package for employees and dependents; retirement; deferred compensation and optional supplemental retirement accounts. For more information about Evergreen's excellent employee benefits, please view <http://www.evergreen.edu/payroll/benefits.htm>

### **To Apply**

Please visit <https://evergreen.peopleadmin.com/postings/2794> to apply.