

Job Title: Senior Software Engineer
Reports To: VP of Technology

KPA is a dealer compliance services and Internet marketing provider for over 4,000 automotive, truck and equipment dealerships and service companies. KPA provides consulting services and software for three industry specific product lines: (1) Environmental Health and Safety; (2) HotlinkHR, Human Resource Management; and (3) TK Carsites, Internet Marketing. For more information, visit www.kpaonline.com.

The performance-driven culture at KPA is one of the biggest contributing factors to our success. KPA's emphasis is on collaborative decision-making, clearly defined goals, and direct communications. We are looking for smart and savvy individuals who take initiative and use their creativity to contribute to the profitable growth of the company. If you feel at home in a fast-paced environment with shared core values, then KPA is the right workplace for you.

Position Description:

As a member of the Technology team, the Sr. Software Engineer will play a crucial role in delivering cutting edge web based software based on the Microsoft Stack of technologies (C# ASP.net, SQL Server, Windows OS). The successful candidate will have a flare for creating a rich user experience on the web and delivering high quality, highly scalable software for KPA's Software as a Service (SaaS) products. This position will require both hands on development and the ability to lead the development of feature work within an iteration and release cycle.

Here are some of the challenges you will face in your first 12 months at KPA:

- Within the first week have a running development environment confirmed by successfully building the code base.
- Within the first two weeks have successfully accepted, estimated, developed and tested a set of low priority defects associated with one product and had the solutions peer reviewed and passed prior to check in. You will then work on the deploying the fixes to production.
- Within the first 30 days have a minimum of two features ready for delivery following the defined development process and deploy the features to production. Contribute towards the planning, tasking, execution and delivery as defined by an Agile development environment that includes reporting time against tasks, estimation of effort, and commitment to delivery.
- Within the first 90 days have demonstrated the ability to lead the development of at least two features for delivery into production for one SaaS product. Fully engaged with the agile development process, providing necessary inputs of task time and status and demonstrated the ability to successfully track, manage, and report on progress.
- Within the first 90 days have demonstrated development productivity and quality on par with the other team members through the daily input of status information. All developed code will be highly scalable, high quality; object oriented, and complies with KPA standards. The code will be accompanied by automated unit tests, design and deployment documentation.

- Within the first 90 days demonstrate either the ability to design and develop a) rich user interfaces using standards compliant, cross browser XHTML, CSS, JavaScript, jQuery and Ajax, with an eye for user experience or b) build C# service/business/data layers and other distributed processing components.
- Within the first 6 months have demonstrated functional knowledge of one of the SaaS products to the point of leading feature development for that product. Collaborate with team members, project managers, product managers and other senior executives on identifying and documenting the technical tasks.
- Within the first 6 months have demonstrated the ability to lead the feature development for delivery into production for two SaaS products with full responsibility for planning, estimating, designing, monitoring progress, reporting, and deployment into production.
- Within the first 12 months have demonstrated functional knowledge of two of the SaaS products to the point of leading feature development for that product

Job Qualifications:

- BS or MS degree in Computer Science/Engineering OR equivalent years of work
- Experience with using frameworks to create and test Data and Services/Business Layers.
- Experience in enterprise software using Object Oriented Development Practices, using n-tier design, and service-oriented architecture
- Familiarity with design patterns
- Experience with Build Automation Tools
- Experience with TFS or other source control systems
- 3+ years of experience developing rich user experience using web technologies (JavaScript, jQuery, Ajax, CSS, HTML, XML)
- 6+ years of experience with ASP.NET using C# and MS SQL Server (SQL Server 2008)
- Full understanding of Windows Server Operating Systems (2008) and IIS 7.0
- Creative and passionate about cutting edge technologies and continuous personal and team improvement.
- Stamina and tenacity to deliver great software solutions, with a deep sense of personal ownership and passion for working with all types of Software and QA engineers
- Work ethic that corresponds with KPA's core values: Integrity – Teamwork – Helpfulness – Excellence – Accountability

Position Details:

This position reports to the VP of Technology. This position is a full time exempt position.

If you are interested in this job posting at KPA, feel free to contact Brian Taylor at btaylor@kpaonline.com