



## **Announcement of New Position Opening**

**April 28, 2010**

**Position Title:** Software Developer

**Location:** Austin, Minnesota

### **Job Summary**

We are currently seeking a detail oriented individual who is a self-starter for the newly created position of Software Developer to create and drive the current and future software programs for the company.

The individual in this role will guide and oversee the software development for our multi-site company. This position will be involved in development of many types of software; including the company's proprietary software; possessing strong programming skills while interacting with others; plus, maintaining systems through monitoring and correcting software defects. Individual will be part of a team of eight employees in providing support for information technology practices and programs.

The Software Developer will practice and model people skills which will encompass a range of interpersonal and intrapersonal communication competencies; while teaching and providing service to others.

### **Qualifications**

Bachelor's degree in a related field; three to five years' related experience and/or training; or equivalent combination of education and experience.

The ideal candidate will have:

- Broad knowledge and experience in full lifecycle application development; designing, coding and debugging applications in different software languages, support, maintain, and document software functionality, and software modeling and simulation.
- Strong communication and people skills that include; the ability to effectively present information and interact with others, to gain the cooperation and support of others, and a proven ability to motivate others, together with an understanding of how others work best.
- Demonstrated record of accomplishments in problem-solving and thinking laterally as part of a team, or individually, to meet the needs of the project; ability to provide services and teach others, researching, designing and writing new software programs.

- Experience with software testing and quality assurance and integrating software with existing systems.
- Proficient technical knowledge and experience with PC hardware, Windows environment, MS Office Suite and ability to obtain adept knowledge of company's proprietary software, and other systems supported.
- In depth knowledge of C#, SQL Server, VSS, Crystal Reports, Web Services, XML, ASP.net, HTML and ASP are required.
- Understanding and knowledge of MultiSpeak compliance is preferred ([www.multispeak.org](http://www.multispeak.org)).
- Experience providing software development in a call center or customer service provision environment is a plus.
- Understanding of Interfacing with other software providers, telephony systems, IVR systems, business objects application layer, JavaScript, VBScript, ADO, Access, Oracle, SOAP, UNIX, Linux, Microsoft Project, MS Build, data replication, data synchronization, and database administration are a plus.
- Some nationwide travel (20%) and ability to manage processes and programs at multiple locations is required.

## **Responsibilities**

The full-time Software Developer position will generally work 8am to 5pm Monday through Friday. This position will participate in an on-call rotation.

## **Salary/Benefits**

CRC offers a competitive salary and fringe benefit package, including medical and dental coverage, vision plan, life insurance, tuition reimbursement, paid time off, and 401K plan with up to a 6% match, plus more.

**Application Deadline:** Until position is filled

**Employment Date:** Anticipate early-June 2010

## **Materials Required**

cover letter

completed CRC application form (available on [www.crc.coop](http://www.crc.coop))

resume with references

transcripts (unofficial copies acceptable)

*Pre-employment drug testing and background check required.*

*CRC is an equal opportunity employer.*

## **Cooperative Response Center, Inc.**

Attn: Human Resources Development Department

2000 8<sup>th</sup> Street NW

Austin, MN 55912

Fax: 507-437-2099

Email: [employment@crc.coop](mailto:employment@crc.coop)

Website: [www.crc.coop](http://www.crc.coop)

---

### **Application Information**

- To be considered an applicant, you must complete a CRC application form. A resume will not replace the application form.
- Only applicants with complete materials will be considered.
- Appointments will be scheduled with those individuals selected for an interview.
- Applications will be accepted until the position is filled or until the posted application deadline if applicable.

The Immigration Reform and Control Act requires that all employers verify the identity of all new employees and to confirm that each employees has a right to work in the United States. All offers of employment are contingent on timely production of documents by the applicant necessary to verify employment authorization and identity.

Requests for reasonable accommodation during the application and/or interview process should be made to the Human Resources Development Department at 507.437.2400.

Cooperative Response Center, Inc. (CRC) is an equal opportunity employer and selects individuals best matched for the job based upon job-related qualifications regardless of age, race, sex, color, religion, creed, sexual orientation, disability, veteran status, national origin or any other status or characteristic protected by law.

---