



Position: Application Systems Developer

General Purpose

The Application Systems Developer II's role is to create and maintain applications designed to support the business operations across the entire AAA Life enterprise. This role is responsible for developing, testing, implementing, and maintaining RPG and non-RPG based software applications. Troubleshoots system problems and issues and looks for ways to improve applications. Has knowledge of a variety of life insurance concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals.

Position Responsibilities

- Designs, develops, tests, implements, and maintains solutions with limited direction.
- Participates in on-call rotations.
- Performs source code/versioning management function adhering to technical management guidelines.
- Participates in code/peer reviews of application focused development work to ensure it aligns to the business and technical requirements.
- Provides application development, and unit testing for small to medium complex projects (and support issues) or functional areas of larger projects or programs.
- Provides application development services for support and projects that align to the software development life cycles, organizational governance policies, and industry best practices.
- Collaborates with application and project team(s) to define design and unit testing scenarios and scripts in alignment with business and system requirements.
- Participates in or leads application development activities for a single functional area to achieve project objectives.
- Contribute to and maintain a thorough understanding of application standards, policies, and procedures.
- Ensures application development deliverables are completed on a time, budget, and quality.
- Develop and applies business knowledge in one or more functional areas.
- Demonstrates potential leadership qualities through team motivation, coaching, and mentoring.

Core Competencies

- **Problem Solving and Analysis** - Possess strong problem solving skills and be capable of breaking down complex situations to discover and resolve root causes of both technical and process issues; possess the ability to decompose high-level information into details; critically evaluate information gathered from multiple sources and reconcile conflicts.
- **Open Communication** – Able to practice active and attentive listening skills to verify understanding; adapt communication content and delivery to audience; excellent verbal and written communication skills.

- **Relationship Building** – Able to deal effectively with people in order to get work accomplished; adjust own interpersonal approach to fit the interpersonal style/needs of others; effectively collaborates and communicates with other members of the development and operations teams
- **Gets Results/Initiative** – Recognizes what needs to be done and accomplishes it proactively and with minimal supervision. Establishes and maintains ownership of assigned issues from start to finish.
- **Resilience** – Able to interpret situations and information objectively when stressed; remain calm and professional in potentially volatile or emotionally charged interactions; maintain high productivity in stressful situations; maintain high performance in the face of setbacks or rejections; view failures objectively and rebound quickly.

Required Education/Experience

- A bachelor's degree in Computer Science, Technology, or Business discipline or equivalent experience.
- Demonstrated experience in all versions of RPG and familiar with IBM IOS platforms. IBM certification is a plus.
- At least 5 years development experience creating and/or maintaining enterprise transaction applications or processes.
- Strong working knowledge of the following:
 - SQL and embedded SQL programming
 - CL programming
 - RPG all versions
 - ILE concepts
 - Batch and Online development experience
 - Designing, developing and problem solving Development effort estimation techniques
 - XML
 - Windows and MS Office Suite (Word, Excel, Visio)

Preferred Experience

- Experience with Turnover, Hawkeye, and SVN
- XSLT
- RDI
- Web Services
- LOMA 281
- Experience in Life Insurance industry
- Experience working in an Agile environment
- Windows Active Directory Environment
- Java J2EE
- Microsoft stack (VB, C#, C++) SQL Server
- Document composition systems
- PGP encryption on iSeries 7
- FileNet or other imaging system
- Rules Engines

Work Environment

Works in a temperature controlled environment.

Essential Job Functions

While performing the duties of this job, the employee is frequently required to stand, walk, sit, use hands to finger, handle, or feel and talk or hear. Specific vision abilities required by this job include close vision, distance vision, color vision, depth perception, and ability to adjust focus.

This job requires the ability to perform duties contained in the job description for this position, including, but not limited to, the above requirements. Reasonable accommodations will be made for otherwise qualified applicants as needed to enable them to fulfill these requirements.