



**Position Title:** Web Applications Developer

**Reports To:** Director of Software

### **About the Organization**

DCI Consulting Group ([www.dciconsult.com](http://www.dciconsult.com)) is a Human Resources (HR) and Risk Management firm located in downtown Washington, D.C. DCI staff are thought leaders in the application of I/O Psychology to equal employment opportunity (EEO) and affirmative action compliance matters. DCI consultants have particular expertise in adverse impact measurement and other EEO analytics, affirmative action plan development and compliance, personnel selection procedure development, evaluation and validation, pay equity research, diversity and inclusion analytics, and Litigation/OFCCP audit support. DCI's clients are a cross-section of private sector, federal agency and public sector clients. Private sector clients represent a wide range of industries, including aerospace and defense, financial services, pharmaceuticals, high technology, retail, and manufacturing. DCI staff also work directly with a number of national law firms to provide related litigation support services.

### **Summary:**

Work involves the design, development, and maintenance of web applications as part of a small software development team at a human resources consulting firm. Projects, including development of new applications and making updates to existing applications, will be coordinated through a team lead. Work may require direct communication with customers (e.g., internal consultants) to gather requirements, provide technical guidance, and facilitate troubleshooting.

### **Major Job Duties:**

- Responsible for designing, developing, testing, implementing, and maintaining web-based application systems, including user interface and back-end processing
- Collaborates with team leadership to assess application needs (e.g., output, functionality, user interface)
- Gathers customer requirements for development of applications (e.g., input and output, functionality, reporting)
- Follows and executes detailed instructions for proper implementation of technical specifications
- Practices industry-standard coding conventions, including documenting code with comments, to develop applications
- Performs unit and regression testing during development of applications
- Promptly informs team leadership of issues or problems that may impact project work or schedules
- Meets pre-determined project and task deadlines
- Researches technical problems and suggests improvements for web applications
- Analyzes and integrates new web products/technologies with existing web applications to improve the web design and application functionality
- Demonstrates a commitment to providing quality products in a timely manner

- Expresses an interest in learning and understanding the larger work context (e.g., helping organizations overcome barriers involving Affirmative Action/Equal Employment Opportunity)

**Basic Qualifications:**

- Bachelor's degree in computer science, mathematics, engineering, or related field
- Minimum of 4 years of experience developing web applications
- Full-stack development experience
- Microsoft Visual Studio IDE experience
- ASP.NET Core and MVC framework experience
- C# experience
- SQL and stored procedures experience
- HTML5, CSS3, and JavaScript/jQuery experience
- OWASP best practices and guidance experience

**Additional Preferred Skills/Experience:**

- Web design/UX experience
- E-commerce site development experience
- Data visualization experience
- Bootstrap responsive design experience
- Reactive programming experience
- Software development cycle knowledge and experience, particularly Agile, Scrum, Kanban, OWASP and Microsoft SDL
- Professional development/security certifications (e.g., CompTIA, CSWAE, GIAC, ISC<sup>2</sup>, MCSA/MCSD)
- Familiarity with Microsoft Office applications and file formats for working with input and output files

**Additional Information:**

Candidates located in the Washington, DC metropolitan area will be preferred; however, qualified candidates residing in other areas are encouraged to apply, with the potential for a remote-work agreement.

To highlight your previous experience, please provide an online portfolio (including prior work samples and any available open-source repos) in addition to a résumé.

**Application Instructions:**

DCI offers an attractive compensation package, a dynamic work environment, and a wide range of unique and interesting applied research projects in the EEO context. To apply for this position, please send your resume to: [jobs@dciconsult.com](mailto:jobs@dciconsult.com)

DCI is an Equal Employment Opportunity (EEO) employer. It is the policy of the DCI to provide equal employment opportunities to all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran or disabled status, or genetic information.