



**Brokers International**, Ltd.

**Position Description**

Position	Programmer/Analyst
Department	Information Technology
Position Reports To	Manager IT
Most Recent Update	October, 2010

**Purpose of Position**

The purpose of this position is to develop and support business applications for an insurance marketing organization in addition to providing support and communication between IT and varying business units. This position is responsible for ongoing support and development of CRM application written in Borland Delphi.

**Direct Reports**

N/A

**Indirect Reports**

N/A

**Provides Support to the Following Positions**

**Primary Job Duties and Responsibilities (Essential Job Functions)**

Develop applications using Microsoft .Net development/MSSQL (40-50%)

Provide technical support and development of CRM application (written in Borland Delphi) (30-40%)

Respond to end support requests (20 – 30%)

Perform additional responsibilities as requested or assigned. (0-5%)

**Communications/Contacts**

Internal –

External –

**Performance Expectations (Key Success Factors)**

Perform responsibilities as directed within determined time frames and with a high degree of accuracy.

Establish and maintain effective work relationships within the department and the company.

Maintain the professional competence, knowledge and skills necessary to effectively complete responsibilities; enhance job knowledge and abilities by taking personal responsibility for professional development and training.

Maintain sensitive and confidential information regarding company information.

Attend work on a regular basis and support the company's employee policies and procedures, including workplace safety rules.

### **Position Requirements**

Bachelors of Science degree in Computer Science or equivalent experience. (Typically six years of related, progressive work would be needed for candidates applying for this position who do not possess a bachelor's degree).

Two plus years experience required in Microsoft .Net development, and MSSQL DB

Ruby on Rails development, MySQL DB, PostgreSQL and Delphi 2006, experience preferred

Suse Linux or related experience required

MS Windows experience required

Project management skills required

Positive attitude and enthusiasm

Effectively analyze problems and design creative solutions

Open-minded, intellectually flexible and eager to learn and be challenged

Desire to be apprenticed and learn new technologies

Effective oral and written communication skills.

Ability to prioritize and handle multiple tasks and projects concurrently.

<p><b>Position descriptions are developed as guides for the associates of Brokers International, Ltd. The management team of Brokers International, Ltd. reserves the right to modify job responsibilities and position requirements to meet the corporate business goals and needs.</b></p>
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