

## **Civilian Marksmanship Program**

### *Position Description*

**Position Title:** Senior Full-Stack Developer  
**Position Reports to:** Programs Chief  
**Position Description For:**  
**Position Location /Department:** This position may be remote or based at a CMP location.  
**FLSA (E/NE):** Exempt

**Approved by:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Position Summary:** Oversee CMP's software development with competition tracker, sales, the CMP website and other software related programs. Support programs and sales operations in accordance with policies established by the CMP Board of Directors and CMP. Guidance provided by the Programs Chief.

Position responsibilities include: Provide, develop and deploy software solutions that support our staff, affiliated clubs, competitors, programs, sales and website. Is responsible for the full software development life cycle at the CMP from conception to deployment and ongoing maintenance and upgrades in support of the CMP's mission.

**Positions Dimensions:** Specific job assignments are determined by the Programs Chief. Assignments include:

- Work with staff and management to bring new and innovative solutions to life.
- Support and develop CMP's Competition and Club tracker system and make improvements and updates.
- Troubleshoot quickly, debug and upgrade software.
- Design client-side and server-side architecture.
- Build the front-end of applications through appealing visual design.
- Develop and manage well-functioning databases and applications.
- Write effective APIs.
- Test software to ensure responsiveness and efficiency.
- Create security and data protection settings – Look for potential threats and manage as needed.
- Write technical documentation.
- Work with staff, customers, data scientists, and analysts to improve software.
- Support needs of management through custom database reporting.
- Work independently as a CMP staff member, developer and team member for deliverables.
- Identify and maximize opportunities to use information and technology to improve product, service, and or program business processes. Oversee software systems to assist in the smooth execution of company operations.
- Provide monthly reports/updates to Programs Chief.
- Ensure CMP is represented for their contributions in our software.

<b>Relationships:</b>	Has contact with all CMP Staff, various software companies' management and consultants, some industry related organizations, and customers of the CMP.
<b>Guidelines Available to Employee:</b>	CMP Policies, CMP Employee Handbook, CMP Board of Directors. CMP Rulebooks.
<b>Physical Demands &amp; Work Environment</b>	Most work is done in a normal office environment with full data processing support. Will occasionally attend CMP shooting events and other CMP events to cultivate, promote and troubleshoot various software uses and development. These events are typically held at indoor and outdoor ranges. Travel is required.
<b>Complexity Level</b> (Low/medium/high)	Medium to High – Software Programmer is responsible for the software operations of the company and must accomplish job duties with minimum assistance and supervision of software developer staff. Must be able to effectively present information to managers, employees, and occasionally the Board of Directors. Ability to work as part of a team and to communicate software operation concerns, upgrades and other software issues to CMP employees and management team is required.
<b>Scope &amp; Effect</b> (Low/medium/high)	Medium-High — The work involves executing and managing software solutions that support our staff, customers, clubs, and management team. Is responsible for planning, developing and carrying out vital software needs which are crucial to the company's success.
<b>Qualifications</b>	<p>Education/Experience: Bachelor's degree from an accredited four-year college or university in computer science, or five to ten years related experience and/or training, or equivalent combination of education and experience. Full-stack development experience creating and maintaining web-based applications, knowledge of multiple front-end and back-end languages, libraries and frameworks (e.g. HTML/CSS, JavaScript, XML, jQuery, React, PHP, C#, Java, Python) and MVC architecture. Experience building RDBMS database schemas; and writing and optimizing (SQL) statements, tables and indexes. Must be familiar with relational databases (e.g. MySQL, MongoDB), web servers (e.g. Apache) and UI/UX design. Excellent communication, organizational, analytical, teamwork and independent working skills are required.</p> <p>A valid driver's license is required for travel and driving CMP owned vehicles.</p> <p>Travel is required.</p>