



POSITION: Software Engineer

CLASS: Exempt, Full Time

DEPARTMENT: Product Development

DATE EFFECTIVE: September, 2018

REPORTS TO: Lead Technical Engineer

LOCATION: Bloomington, MN

Company

Species360 is a unique blend of a software company and a mission-based, non-profit organization. We help our members save animals from extinction. “Global information serving conservation” is our tagline, and we live it every day. We help our members in the zoological community exceed their conservation and sustainability goals for the diverse and endangered animals and species in their care.

Our mission is to facilitate international collaboration in the collection and sharing of knowledge on animals and their environments for zoos, aquariums and related conservation organizations to serve institutional, regional and global animal management and conservation goals. We are the largest non-profit organization serving over 1,000 zoos & aquariums in over 90 countries. Our web-based solution, ZIMS, is the world standard software to manage over 6 million animals and 21,000 species. This solution improves animal inventory and husbandry, animal healthcare, population management, and collection planning among many others.

Our mission and strategy requires us to balance being both a non-profit and a software company. The company (annual revenues range from \$4-\$7 million) develops proprietary, web-based technology with 50 associates (employees and contractors) to deliver a full suite of information services for our members and the animals, species, and environments that they serve, including:

- A single, global, real-time database that serves as a central repository of members’ animal records including - births, deaths, ownership, pedigree, breeding, husbandry, medical, nutrition;
- Cloud-based technology for application service provider solutions for front-to-back end process automation; and
- Thought-leadership and consensus-building on records management, community best practices, and workflow to access/query information.

We have offices established worldwide in Minneapolis (Worldwide Headquarters), the Netherlands, India, Israel, Denmark, and Turkey.

Position Summary

Our software engineers are primarily responsible for designing and building software that serves our members. Our software engineers develop cloud-based software-as-a-service, responsive and mobile applications, and data reporting and analytics in an Agile environment. Our software engineers are innovative problem solvers who love technology and continuous learning. They produce code that is highly available and fault tolerant, and they help improve the quality and uptime for all of our software products. You'll be collaborating with product owners, quality assurance engineers, infrastructure administrators, and other onshore and offshore developers in an Agile environment.

Qualifications and Experience

- Minimum of a Bachelor's degree in Computer Science, Software Engineering, Management Information Systems or related degree from a four-year college or university
- Minimum of 5 years equivalent work experience
- Demonstrated skills with ability to develop and implement software products in a cross-functional environment
- Excellent oral, writing, and editing skills
- Bootstrap+Vue, ExtJS (Sencha), or other tools and design patterns in developing true 'single page' web applications
- Experience with web technologies, including JavaScript, JSON, and JQuery
- Experience with DBMS and SQL development in Microsoft SQL Server
- Experience working with XML, XSLT and CSS
- Experience with web servers and server technologies
- Experience with object-oriented programming languages such as Java or C#
- Experience with user interface/user experience principles and best practices
- Familiarity with Agile software development methodologies
- Experience with DevOps concepts and toolsets, including Git, Bamboo, Bitbucket, and Jira
- Experience with TDD and automated testing technologies like Cucumber, Gherkin, and Capybara (preferred) or similar tools like Selenium, QTP, ALM.
- API and integration design, development and support tools.
- Experience with virtual machines/virtualization techniques (for example, VMware, Docker).

Other Skills and Abilities

- Represents Species360 in a positive manner, upholding our Mission, Vision, and Values
- Excellent interpersonal skills
- Handles confidential information with tact and discretion
- Must possess strong leadership skills, work ethic, integrity, professionalism and be able to perform independently

- Ability to prioritize and complete multiple tasks and high volume of work on deadline
- Desire to develop new skills
- Ability and interest to work within a global organization with a culturally diverse staff and member base
- Ability at times to exceed the standard 40 hour work week, including evenings and weekends, to meet the position's requirements
- Ability to periodically travel domestically or internationally, if needed

If you are interesting in applying for this position, please send your resume to us at careers@Species360.org