Job Description:

SENIOR SOFTWARE ENGINEER

Reports to: Vice President, Software Development
Department: Technology
Location: Temecula, CA
Status: Exempt, Full Time

ABOUT WALZ
Walz Group is the nation’s premier provider of Compliance Advisory Services, Critical Document Technology™ and Document Fulfillment Services for highly regulated industries. Walz’s software, technology and outsourcing platform enables clients in various industries to communicate with their counterparties (such as borrowers, attorneys, taxpayers, customers, etc.) according to the compliance requirements mandated by federal and state regulations.

Walz has been the recipient of multiple awards for high growth and technology excellence, including three consecutive years in the Inc. 500 list of fastest-growing private companies in the U.S, the Deloitte North American Technology Fast 500 as well as being ranked in the Top 100 Business Services firms by Inc. Magazine, with various additional nominations for Growth and Entrepreneurship.

Over 2,500 of the nation's premier financial institutions, government agencies, law firms and insurance companies use Walz’s technology for their critical compliance documents, including 35 of the Fortune 100, all 4 of the Top 4 Banks, 18 of the Top 25 Mortgage Servicers and 105 of the AmLaw 200.

OVERVIEW
As a representative for our company, this position will be primarily responsible for developing, supporting, and maintaining Walz software and software as a service components using Microsoft development platforms and database environments. This position will report to the Vice President of Software Development but also interface regularly with other divisions in the company.

RESPONSIBILITIES
- Working with a team to develop software applications from inception through completion
- Analyzing and developing requirements, software designs, code, documentation and deployment plans
- Working with other teams to manage internal and external timelines and deliverables during the course projects
- Testing, troubleshooting, and support
- Delivering within Walz software architecture standards and assists in the evolution of those standards and frameworks

Job descriptions are not intended to be all-inclusive. Employees may perform other related duties as negotiated to meet the ongoing needs of the organization.
- Provides leadership to the development team by seeking out scope clarity, providing transparency within and outside of the organization, and continuously linking technical goals with company business goals
- Provides subject matter expertise to the team on various technical and business topics
- Proactively manages software components including owning the roadmap for functional components of our platform, identifying maintenance and support patterns, conducting root cause analyses of issue
- Maintains and executes a verbal and written communication plan across the company around key components of Walz architecture
- Ensures that SDLC processes are followed and thorough documentation is maintained for a subset of Walz components
- Participating in software development and support process improvements
- Leads multiple project simultaneously
- Communicating project status and plans and anticipating delays and obstacles
- Takes responsibility for the timely delivery of assigned business objectives and deliverables and meeting the overall requirements of the role. Continuously seek out clarity of these objectives across stakeholders and to ensure that those benefits are realized in a measurable way
- Shares in the responsibility of identifying and securing the required resources to achieve their goals while identifying and removing roadblocks throughout the process. This may include, among other things, hiring contractors and consultants, obtaining and teaming with other parts of the organization, and/or extended work hours as appropriate
- Regularly reconciles domain strategy, vision, and plans with managers, executive sponsors, project manager, product manager, QA and control staff, and key users as well as proactively provide transparency through regular updates in primarily written form.
- Supports business critical projects and small enhancements as part of an overall release strategy for the domain
- Owns the technical components of the domain and works hands-on on all development projects
- Maintains the technical design and ensures that the technical designs meet the architecture standards of Walz and the vision of the domain
- Fosters a deep understanding of the business domain and partners with relevant business constituents
- Communicates vision in all directions and paves the path for the realization of domain specific goals
- Monitors support, identifies trends, and proactively ensures tools are in place, actions are taken, and that 2nd and 3rd tier support levels are properly set up or provided by the domain
- Builds and maintains tools to support the efficient execution of internal and external functions
- Performs work directly related to management policies or general business operations of the Software Application Development department and responsibilities that support the business and its customers.
- Regularly exercises discretion and independent judgment in relation to the responsibilities of a Sr. Software Engineer on a day to day basis.
- Directly assists the Executive Management Team (Vice President’s and Sr. Vice President’s alike)

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• Evaluates alternatives and makes decisions accordingly.
• Makes independent choices free from immediate direction or supervision on significant matters.
• Makes recommendations and advises the Executive Management Team relative to the Software Development functions of all management, planning, negotiating, purchasing, business research, improving client services, developing systems and procedures to streamline procedures, potential risks, solutions and initiatives required.

ESSENTIAL SKILLS AND EXPERIENCE
• Sense of humor
• Candidate must have a degree in Computer Science or equivalent field
• 3+ years of prior experience in a similar role is required
• At least 3 years of experience using C# and MS-SQL Server 2005 and XML, Source Management tools such as Visual Source Safe
• A desire to make work fun and enjoyable
• The ideal candidate should:
  o Proactive and progressive demonstrated increase in role and responsibilities
  o Has worked in high pressure, high growth and high transaction throughput/volume environments
  o Is comfortable working in a dynamic fast paced environment while concurrently putting processes and structures in place
  o Worked at one (minimally) or more large structured companies for at least two years and in a smaller more high growth/entrepreneurial company for another 2+ years
  o Have a strong business product development background
  o Possess strong organizational communication skills
  o Have the ability to understand our businesses and assist in developing new products and capabilities
  o Be able to work independently,
  o Posses strong interpersonal and communication skills for coordinating with technical and non-technical staff
  o Demonstrate a high standard for excellence
  o Be proactive learner who utilizes new technologies and who can propose ideas and improvements to products and processes
  o Lead a small team of developers
  o Be able to juggle multiple tasks and priorities
  o Effectively estimate work accurately and produce deliverables on-time

• Print & Mail industry experience a plus
• Mortgage servicing experience a plus
• Software as a Service (SaaS) experience a plus
• Master’s degree in related field is a plus

PHYSICAL REQUIREMENTS
• Must be able to lift at least 10 pounds at a time.
• Must be able to use a computer with a keyboard and mouse and a standard phone system for long periods of time.

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If you enjoy the fun and feel of an entrepreneurial environment, but also thrive on building complex enterprise systems for an established business, WALZ may be the best fit for you!

**Relocation assistance is available, WALZ offers an extensive benefits package for all full time employees, including medical, dental, vision and 401k!**

WALZ is an equal opportunity employer and a drug free workplace.

Go to [http://www.walzgroup.com/taleo.html](http://www.walzgroup.com/taleo.html) to apply