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**MISSION PROFILE For:**



***Senior Software Engineer (Microsoft)***  
**Indianapolis, Indiana**

**I. COMPANY PROFILE:**

[www.humanizingtechnologies.com](http://www.humanizingtechnologies.com)

***“Humanizing Technologies is a team of professional technologists dedicated to building world-class products that ‘humanize technology’”***

Humanizing Technologies was established to discover, develop and deliver the next great homepage experience. Most technology in today’s marketplace is designed for no one in particular and doesn’t meet the needs of any single individual. Millions of people are forced to adapt themselves to the same “top down” features and functions. Humanizing Technologies (HT) was formed to develop technology that is “user-centric” rather than “technology-centric”.

HT recognized that people no longer wonder whether information is available on-line, but rather desire the ability to efficiently access, organize and manage it to enhance productivity in their business and/or personal lives. Thus was born LifePage ISP and LifePage Enterprise Edition (EE) products.

## **II. CULTURE:**

True technologists just can't stop thinking about tomorrow. The future always looks bright; the question is who and what will help get us there? Even the grinding downturn of the past three years has hardly dampened the enthusiasm among true entrepreneurs, technology executives and investors. At HT, that spirit is alive and well.

The technologists at HT are true software engineers both as individuals and as team members. Those team members, through vision and ingenuity, have enabled HT to develop a revolutionary product which enables internet users to manage and access information from their personal homepage.

The product itself was conceptualized, planned and developed in "stealth mode" to enable the company to launch with functional confidence and minimize viable competition. As the product is rolled out and embraced by the market, customers will drive future version upgrades which will require on-going team effort.

Despite the excitement of developing and launching this revolutionary product, the company recognizes that a healthy employee work/family-life balance is essential for long-term enthusiasm and success.

It is clear that a strong architectural plan with input from all team members along with detailed communications among the team and the engineering manager have created a vastly different, participative and delivery working environment. The continued commitment to creating "bleeding edge" technology and an atmosphere that embraces change are foundational characteristics of this poised technology company.

## **III. POSITION DEFINITION, SCOPE OF WORK TO BE PERFORMED AND QUALIFICATIONS:**

Position Title: Senior Software Engineer (Microsoft)

Position Reports To: VP of Software Engineering

Position Manages: None

General Function: Lead development activities to design, develop and enhance all software UI components in a multi-tier environment. Define and implement best practices and enforce adherence to the .NET specification. Work with the management team to set strategic direction regarding software products and Microsoft technologies. Participate in creating and executing test procedures. Actively develop and support SDLC (System Development Life Cycle) processes.

Primary Duties/Responsibilities: You will be a member of a talented team that will perform all tasks associated with the full system development life cycle including analysis, design, programming, testing, implementation, troubleshooting and maintenance. Activities will include:

- Analysis, design, construction, specification, development and testing of code to defined deadlines and exacting standards
- Process and product development
- Impact analysis
- Produce design and technical specifications as needed for technical documentation
- Use collaborative skills to work with team members in order to ensure reliability, availability and performance of applications
- Use analytical skills to learn our business processes, document the data and process models and troubleshoot and maintain existing applications
- Use communication skills in order to work with end users in analyzing their requirements
- Work closely with business partners to produce quality products that meet business and individual needs through future product releases.

Education: BS degree in engineering, computer science or mathematics.

Knowledge/Skills/Experience: Requires 7-10 years of experience developing and delivering software solutions in a Microsoft centric environment with an emphasis on delivering complex user interface solutions via IE. Proficient and recent experience in a .NET environment. Solid understanding and execution of SDLC. Demonstrated ability to design and build complex software solutions and deliver products to market. Experience with usability testing and evaluation. Demonstrable experience developing commercialized software products.

Must have expert knowledge of:

- Visual Basic
- ActiveX
- .NET
- Windows Forms
- UI Skins
- Visual C++
- Visual C#
- Web Services
- XML
- MDI
- Reusing the Browser
- SOA
- Design Patterns
- SDLC
- Desktop Integration
- Packaging and Deployment
- BHOs
- JavaScript
- Microsoft IE Security
- Cross-Frame Scripting
- IE Event & Object Models
- IE 5.5+
- DOM
- DHTML
- Object Oriented Programming

Working knowledge of J2EE, Linux, Java, JBOSS, and Eclipse preferred.

Professional Certifications (preferred):

- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Professional (MCP)
- Microsoft Certified Solutions Developer (MCSD)

Successful Personality Traits:

- Self-Starter
- Team Player
- Strong communicator
- Dedicated
- Highly Motivated
- Creative
- Visionary
- Professional in conduct and words
- Confident in abilities
- Patient
- Ability to state their opinion
- Personable

Immediate Performance Objectives:

- Learn product, its architecture and internal codes across all tiers
- Understand strategic product objectives
- Participate in development and execution of SDLC
- Participate in team activities

6 Month Performance Objectives:

- Define career goals while at HT and beyond with timeframes
- Define training plan and align with job responsibilities
- Complete tasks and product milestone to schedule
- Support team members of completion of project and ancillary tasks
- Define, document, and execute supporting processes as required
- Stay current on .NET specifications
- Stay current on application server capability and compatibility
- Be proficient with Rational tools

One Year Performance Objectives:

- To be established based on company and personal goals

## **II. CANDIDATE CORRESPONDENCE TO THE MISSION PROFILE:**

1. Describe how you can provide technical and technology leadership to HT and how you are doing it in your current position.
2. Describe your approach to systems architecture and software design.
3. Describe the principals of SOA and how you have utilized and implemented them.
4. Describe common SDLC methodologies and give some specific examples of how you proactively utilize and support them.
5. Is Microsoft .NET the answer?
6. Why are you considering leaving your current employment? (Or if unemployed, why did you leave your past employment?)
7. What are you looking for in your next employer?