



Carrollton, TX 75007  
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# Criteria First, Inc.

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[careers@criteriafirst.com](mailto:careers@criteriafirst.com)

**Managing Content for Knowledge Sharing**

## Programmer / Developer / Application Support

Requirement: Part or Full Time Employee  
Job Category: Application Development & Support  
Contact: [careers@criteriafirst.com](mailto:careers@criteriafirst.com)

### Job Description:

Application development and systems implementation for data capture and document / content management systems based on company and customer requirements. Supports company and third-party applications.

### Responsibilities:

- ☒ Design, code, test, implement and document new applications and system enhancements
- ☒ Provide technical and creative input
- ☒ Use advanced tools and approaches to solve business problems
- ☒ Work with business users and IT groups to ensure system solutions meet user needs and expectations
- ☒ Research and understand business problems and provide effective system solutions
- ☒ Provide thorough project estimates and manage to project timelines

### Qualifications:

- ☒ BA/BS degree or greater or may still be working toward BS degree for part-time consideration
- ☒ Formal training in programming and application design
- ☒ Previous experience in programming and application design
- ☒ Ability to handle multiple concurrent projects
- ☒ Experience in .Net development using C#
- ☒ Ability to integrate libraries from various SDKs
- ☒ Experience in one or more scripting languages including VBScript, C#, JavaScript
- ☒ Training & experience working with data and configuration information in XML
- ☒ Training & experience in SQL Server development and performance tuning
- ☒ Training & experience with one or more of ODBC, JDBC, and OLE-DB
- ☒ Training & experience with Windows 2008/2012 Server administration
- ☒ Training & experience in developing web services
- ☒ Experience in supporting and extending third party and in-house applications
- ☒ The job requires a self-starter who can function as part of a team as well as autonomously in their job with good research and problem solving skills
- ☒ Good written and verbal communications skills are a requirement since the job will require working with associates and clients at several different technical levels
- ☒ Displays personal & corporate integrity
- ☒ Friendly, enthusiastic, and likes working with people
- ☒ Ability and willingness to mentor other developers

**Also desirable:**

- Template-driven web design
- JAVA development
- Visual Studio development
- Experience in .Net development using Visual Basic
- Adobe FrameMaker / FrameScript competence
- Adobe Acrobat with digital signature competence
- Document and/or content management systems competence
- Linux desktop and server experience
- Experience using collaboration tools (Blogs, Wikis, etc.)
- Training & experience in Access with VBA
- Understanding of print technologies and alternatives

**Major job activities - physical requirements:**

- Use of computer and keyboard for extended periods of time on most or all workdays
- Use of telephone - throughout the workday as needed to conduct business

**Major job activities - mental requirements:**

- Multiple concurrent tasks
- Working under time pressure
- Communicating and interacting respectfully with others
- Reading and comprehension
- Technical writing
- Confidentiality

**Working environment (where major activities are carried out):**

- Indoors in an office or control room
- May work remotely from home office much of the time
- Minimal travel required ( < 10% )

**Working hours:**

- 20+ hours per week for part-time consideration or 40+ hours per week for full-time consideration will typically be necessary to accomplish performance objectives and to provide satisfactory job presence and/or responsiveness
- Flexibility as to the specific working hours may be required or available

**Location:**

- Must be located in or near Dallas, Texas.

**EEO:**

- Equal Opportunity Employer, M/F/D/V.