

Colorado Public Radio Job Description (July, 2020)

Position: Web Developer
Reports To: Lead Web Developer
FLSA Status: Full time, Exempt
Department: Digital Platforms

Summary:

The Web Developer role will work with the Lead Developer to architect, develop, test, deploy, maintain and expand the technologies that power our user-centered websites (cpr.org and networked sites) and support evolving digital technologies such as mobile apps.

Essential Duties and Responsibilities:

- Plan, scope, and build new features for the CPR websites, using a full stack approach to bring back-end, and front-end logic to life, to better engage with our large user base.
- Maintain integrations with 3rd party systems and APIs (Google Analytics, DFP, NPR, Salesforce, Pardot, OneSignal, etc.) as well as internal APIs (Playlists).
- Test new web releases for bugs (quality assurance) and recommend or implement fixes.
- Occasionally be available to help with emergent, or off-hours DevOps issues (outages, performance tweaks, etc.).
- Work closely with other departments (News, Music, Membership, Underwriting) to translate editorial and business goals into sustainable applications and infrastructure.
- Manage and maintain existing web hosting environment and technical aspects of the CMS.
- Maintain up-to-date technical documentation using consistent and reusable practices.
- Independently assess issues, troubleshoot problems, look for areas of improvement with existing and new applications.
- Perform regular WordPress site maintenance including systemic updating of WordPress core files, plugins, and themes.
- Use Git and a “gitflow” deployment pattern (or similar paradigm) to ensure consistent branching, merging, and deployment of code, including formal code review and pull requests for all production bound assets.
- Follow agile practices to facilitate clear, frequent communication and an iterative development cycle (ex: frequent stand-ups, backlog grooming, sprint planning and complexity/point estimations with team members)
- Keep an up to date, secure local development environment using vagrant and Node/Express.
- Help to guide new product ideas and development with A/B testing and data driven architecture.
- Assist in updating our iOS and Android apps working with outside app vendors as needed.
- Stay abreast of the latest programming, software, and system administration trends and opportunities.

Core Competencies:

- **Change/Adaptability/Flexibility:** Adapts to change that benefits CPR, is open to new ideas, takes on new responsibilities, handles pressure, adjusts plans to meet changing needs.
- **Communication:** Communicates well both verbally and in writing, promptly shares information and ideas with others throughout the organization as appropriate, has active listening skills, can negotiate and persuade as needed.

- **Results Focus/Initiative:** Targets and achieves results, sets challenging goals, prioritizes tasks, overcomes obstacles, accepts accountability, sets high standards and takes responsibility, provides leadership/motivation.
- **Collaboration:** Working collaboratively with others to solve problems, achieve common goals and positive results. Listens to others and values opinions. Is open with other team members and expresses disagreement constructively. Seeks opportunities to work on teams as a means to develop experience and knowledge.

Education and Experience Requirements:

- 2-4 years back-end programming experience in a LAMP (or similar) stack
- 2+ years front-end programming experience in modern javascript libraries and frameworks, including a strong understanding of ES6/ESNext principles & features. ReactJS experience preferred.
- Experience with containers (Docker, Vagrant et al.), and enough familiarity with systems admin to be able to troubleshoot and maintain a local dev environment.
- DevOps experience or familiarity not required, but a huge plus. Specifically around Pantheon and Heroku environments, including CI/CD strategies & troubleshooting.
- Familiarity with git and other version control systems, with experience using collaborative branching strategies (gitflow or similar concepts).
- Proficiency in building, implementing, and consuming RESTful APIs.
- Strong proficiency in WordPress CMS, WP CLI, custom post types/taxonomies, and the WordPress REST API.
- Experience with Google Analytics, specifically goal setting, event tracking, Ecommerce tracking.
- Understanding of SEO best practices.
- Knowledge or experience with news/publishing/media/music organizations a plus.
- UI/UX expertise and design experience a plus.