

***E3 Alliance Position Description: Software Developer
Classification: Professional – Exempt
Direct Supervisor: Chief Operations Officer***

DESCRIPTION: E3 Alliance is seeking an entry level Software Developer to work on a variety of projects and systems in support of our non-profit mission. This role will primarily support our Data Systems Manager, Education Research Team and Operations in general and be responsible for both supporting existing systems and developing new programs and applications. The ideal candidate thrives in a fast-paced, low-bureaucracy, multi-tasking environment, is a self-motivated learner and has a passion for education and/or supporting a mission-driven organization.

At E3 Alliance we value both the effectiveness of remote work and the importance of in-person collaboration. E3 Alliance offers the flexibility to staff of working remotely or in an office with the understanding that some in-person meetings will be required.

E3 Alliance is a data-driven education collaborative based in Austin, Texas. Our mission is to “transform education systems through data and collaboration so all students succeed.” Founded in 2006, E3 Alliance is a nationally-recognized, non-profit, data-driven collective impact organization of education stakeholders, including 15 Independent School Districts, eight Institutions of Higher Education, and more than 200 community/industry partners working together to advance our regional education strategic plan, “The Blueprint for Education Change™”. Read more about E3 Alliance on our website <https://e3alliance.org>

Our Core Values: Collaboration | Data-driven | Equity | Learning | Relentless

E3 Alliance is an equal opportunity employer, and has a Best Place for Working Parents 2022 designation.

Primary Duties and Responsibilities:

The Software Developer will perform a wide range of duties including, but not limited to the following:

- Collaborate with other E3 Alliance teams to develop, design, and deploy web applications and systems
- Develop interactive visualizations, dashboards, and web pages
- Create positive end-user experiences through programming, testing, and continuous improvement of user interfaces
- Collaborate with the Visual Communications Coordinator on best practices for accessible and user-friendly design for all created systems
- Work with the Data Systems Manager and Researchers to create, update, and maintain database tables and schemas
- Develop re-usable and easily-maintainable scripts to extract, process, and visualize data
- Follow best practices for documenting software and programs for on-going improvements and maintenance, including instructions and training aids for users
- Develop software using a wide-array of programming languages, frameworks, and tools such as:
 - Django, Python

- JavaScript, D3.js, jQuery
- HTML5, CSS3
- PostgreSQL
- WordPress
- Other duties as assigned

Minimum Qualifications:

- Experience with Python and JavaScript is required. SQL, Django, D3, and jQuery are preferred.
- Associate’s degree in Computer Science or Computer Information Technology, or Bachelor’s degree in any of the following: Computer Science, Engineering, Statistics, Math or Economics or equivalent training or course work experience
- High level understanding of software development process
- Excitement and eagerness to learn new technologies
- Flexible and willing to accept a change in priorities as necessary
- Strong attention to detail
- Drive and eagerness to learn
- Strong interpersonal and communication skills
- Strong problem-solving skills
- Able to work independently and take initiative, as well as work collaboratively with a team

Preferred Qualifications:

- Experience manipulating large datasets using Python/Pandas or R
- Experience building, testing, and deploying SVG based data visualizations
- Experience working with education data, specifically large education datasets
- Exposure to full stack website development

Also required to exhibit the following work skills:

- Maintain an established work schedule
- Ability to multi-task in a small team environment and manage multiple projects and deadlines
- Exhibit attention to detail and ability to deliver high-quality, tested results
- Maintain the confidentiality of work-related information and materials, including interpretation of an adherence to federal FERPA and HIPPA requirements
- Ability to negotiate timelines and deliverables with internal and external partners
- Develop and maintain effective work relationships
- Meet requirements for deliverables and deadlines

Compensation and Benefits

Austin Community College is a founding partner of E3 Alliance and through this partnership E3 utilizes ACC payroll, human resources, and benefits systems.

- Salary based on experience and expertise, as well as comparable pay for similar positions at other non-profit institutions. Salary Range: \$42,000 - \$55,000
- Health care and dental insurance, TRS retirement benefits, disability insurance, and other standard ACC benefits

- E3 Alliance is unable to support candidates who require sponsorship to work in the United States
- This position is grant-funded, but does not have a defined timeframe and is intended to be a full-time, ongoing position

Title and compensation will be commensurate with experience.