



Role Posting
Web Developer
aka Web Wizard

Redemption Plus is a one-of-a-kind organization where enthusiastic, caring people can lead full lives by bridging their professional and personal worlds. We don't have jobs and just show up for work each day. Rather, we invest our time in developing ourselves and building our company – helping each become the best they can be. After all, everyone here is trading each day of their life to live it with us. We embrace innovation, hard work and high performance, positive attitudes, open and honest conversations, and of course, playfulness!

It is our mission to help customers win by relentlessly driving out costly waste and rework, while simultaneously discovering impactful insights. Every action, every decision, every word we speak should fulfill our purpose: "Enriching lives through insights that empower."

Additionally, we live and breathe our three core behaviors: Customer-centric; Agents of Change; and Playfulness.

We hire with our "permission to play" behaviors in mind: Integrity; Teamwork; Innovative; Adaptable; and Personal Growth.

Overview:

As *Redemption Plus* grows, we need both deep business process understanding and effective use of technology tools to help us scale. This is a full time, permanent role, with very limited travel required.

Our *Web Wizard (aka Web Developer)* will report to the Director, Information Systems and work cross-functionally with our Marketing, Customer Success (Sales) and Finance teams as well as other internal stakeholders. This position will require you to listen to the spoken and unspoken needs of both external and internal customers. Your proven developer experience and knowledge of system best practices will help us take Marketing to the next level of technical innovation. This position will require a blend of developer skills to support our existing site (B2B E-commerce) and the integrated systems to provide an enhanced user experience.

Essential Duties:

- Design and develop new feature requests for our Web Platform and APIs;
- Pursue continuous improvement initiatives to optimize our E-commerce website for an enhanced customer experience;
- Reduce system costs by monitoring and relieving bottlenecks on production systems through development and system tuning;
- Ensure production software is scalable, stable, and secure; Root cause and fix problems that may occur;
- Identify and research Insights on emerging trends and provide recommendations on how Redemption Plus can leverage them to push us into the future;
- Develop MS SQL Queries, Views, Stored Procedures, and Functions to support reporting and analytics;



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- Microsoft SQL Database administration;
- Salesforce.com administration;
- Create documentation on all system processes;
- Provide training to stakeholders on systems workflow;
- Provide emergency 24/7 on-call support, on rotation with other support staff, approximately every 3 weeks;
- Other duties and projects as assigned.

Placement Criteria:

- Bachelor's degree in Computer Sciences field or equivalent;
- 3 - 5+ years experience with Classic ASP, .NET, Microsoft SQL, HTML, CSS;
- 1 year of experience with C#, Javascript;
- PHP and ETL a plus;
- Experience with Salesforce.com administration or development a plus;
- The ability to understand loosely defined problems, identify potential approaches and execute solutions;
- Understands the customer's online experience and how to optimize their journey;
- Proven success in creating, deploying and driving adoption of business processes;
- Confident and highly communicative, with excellent business insight and a willingness to (professionally and tactfully) challenge others or propose changes;
- Proactive, energetic, dynamic and a self-starter;
- Capability to focus and execute tasks quickly with excellence and minimal supervision;
- An understanding of sales process and the support needs of a value creation organization;
- Detail-oriented with ability to oversee projects from concept to completion;
- Demonstrated success performing in a fast-past, high-growth, dynamic, entrepreneurial environment;
- Ability to prioritize workflow and organize diverse material and ability to handle multiple, competing and changing priorities; ability to perform effectively without supervision and within established time limits and ongoing deadlines;
- Ability to interact and communicate effectively and professionally, and provide exceptional service, both internally and externally at all times;
- Preference given to curious, life-long learners committed to expanding knowledge for the good of the organization.



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Compensation

Competitive salary dependent on experience, full-time and a comprehensive benefit package.

In addition to Health, Dental, Vision, Short/Long Term Disability and Life Insurance, we also offer a medical benefits concierge service, an array of healthy lifestyle programs on-site (incredible lunches, workout facility, workout classes, meditation classes, chair massages, pH mineral enhanced water and so much more!), fully stocked beer fridge, company fun events, shipping discounts/credit, dry cleaning and Uber safe-rides. We could go on and on, but no one likes a bragger.