PROGRAMMER – FULL-TIME

Are you a Programmer looking for a position with a growing company? Do you enjoy & have experience in Web & mobile software development? Are you analytical, dependable and detail oriented? If your answer is "yes" to these questions, please send us your resume!

Benefit Allocation Systems is looking for a **Programmer.** The **Programmer** is a member of the Programming Team responsible for database development.

If you join our team, BAS will support you with excellent benefits including fully-paid health insurance, flexible spending accounts, a 401(k) plan with a fully-vested matching contribution, generous PTO, time off for all federal holidays, and employer-provided life and disability coverage.

We'll support you with leading technologies for your laptop, phone and other mission-critical equipment to ensure uptime and eliminate the frustrations that are commonly associated with employers not providing the best-of-the-best employee support. And of course, we'll support you with awesome coworkers.

This position is hybrid and will require some in-office work (as needed) in our King of Prussia office. BAS' standard work hours are Monday – Friday, 8:30 am to 5:00 pm.

About BAS
BAS develops and supports one of the nation's leading Software as a Service employee benefit administrative solutions for employers called MyEnroll360. MyEnroll360 provides clients with a private, secure online system for their employees' benefit plan enrollment and administration. Clients use MyEnroll360 to communicate with BAS so BAS can provide administrative services for employer-provided insurance benefits.

Main Duties and Responsibilities:
The Programmer participates in data analysis, design and presentation by developing SQL queries, tables, views, functions, procedures and custom reports. The Programmer will create database structures for storing and retrieving data while ensuring database stability, reliability, and performance.

- Write applications to interface with Oracle 19c database and develop high-quality Oracle 19c database solutions
- Develop, implement, and optimize tables, views, stored procedures and functions using PL/SQL & JSON
- Write, document, review and test code and provide peer feedback and reports
- Design tables, stored procedures, views, triggers, indices, and functions
- Analyze existing SQL queries for performance improvements
- Develop procedures and scripts for data migration
- Maintain data quality and database security
- Analyze, design, integrate and migrate data using Redgate
- Perform SQL optimizations and data auditing
- Master data management
- Support database administration by IT team
- Collaborate with development and EDI teams

Characteristics

- Patient & friendly
- Attention to detail
- Highly organized
- Flexible
- Calm under pressure
- Multi-tasker
- Quick learner
- Good listener
- Positive demeanor
- Independent worker

Skills and Qualifications

- Strong technical skills
- Excellent time management, organizational and follow-through skills
- Proven ability to respond quickly
- Operate multiple computer applications & windows
- Ability to multi-task
- Ability to translate business requirements into technical specifications
- Capable to understand and/or code C#, ASP.NET, Vue.js
- Ability to cooperate, work and communicate well with coworkers and supervisors
- Ability to work at a fast pace while maintaining high quality results
- Ability to maintain confidentiality, treat others with respect and uphold Company values

Requirements

- Bachelor's degree in Computer Science, computer information systems or related field or equivalent 4 years' experience and/or training
- 2 years programming employment experience
- Physics, mathematics, computer science or other quantitative-based discipline educational background preferred
- Proficient understanding of multiple front-end languages and libraries (e.g., HTML/ CSS, JavaScript, XML, jQuery, JavaScript frameworks, Vue.js)
- Proficient understanding of backend languages such as C#, Angular, React, Node.js)
- Proficient understanding of databases (e.g., Oracle, MySQL)
- Proficient understanding of cross-browser compatibility issues and ways to resolve them
- Proficient understanding of code versioning tools such as GitHub and NPM
- Off-hours availability as needed
- Sit/Stand in front of a computer for extended periods of time
- Private/secure remote work capability
- Maintain utmost confidentiality and privacy as required by regulations and company policy
- Punctual & professional behavior

Benefit Allocation Systems, LLC is an Affirmative Action and Equal Opportunity Employer/Veterans/Disabled. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected

veteran status and will not be discriminated against on the basis of disability. For questions, please contact the BAS Affirmative Action Officer at 800-945-5513.