



APPLICATION DEVELOPER

DIVISION:	USA	JOB CODE:	2361
LOCATION:		JOB FUNCTION:	IT & Systems
DEPARTMENT:	Information Systems	FLSA STATUS:	Exempt
REPORTS TO:	Global Application Development Mgr.	EFFECTIVE DATE:	08/29/25

JOB SUMMARY

Work independently and collaboratively on moderately complex medium to large scale technical projects and/or business issues, and design, code, maintain, and support internally developed applications and reports throughout the software development lifecycle, including refining requirements, testing, and documenting. Utilize the Microsoft development stack to ensure a complete solution and optimize operational efficiency. Mentor junior application developers, as needed.

QUALIFICATIONS

Education/Experience

Bachelor's degree in Computer Science, Software Engineering, Information Technology or related field, plus a minimum of five (5) years of progressive Application Development experience including an Application Developer or similar role; or equivalent combination of education and experience.

Prior experience in application development at multiple tiers (UI, logic and database) and/or Microsoft stack preferred.

Knowledge/Skills/Abilities

Computer/Applications Skills. Proficient MS Office computer skills, including Word, Excel, PowerPoint, and SharePoint. Extensive knowledge of and ability to create code, effectively work on database design, develop sound testing plans, and troubleshoot/resolve development bugs with minimal guidance. Extensive knowledge of and ability to effectively use Microsoft SQL Server Management Studio, SQL Server Reporting Service, TSQL, and Visual Studio. Ability to code in a relevant computer language. Ability to work across multiple platforms and utilize optimum application language/development environment for projects. Ability to apply DevOps. Must possess strong documentation skills.

Core People Skills. Ability to positively interact and work collaboratively with a diverse group of people at all levels of the organization and across the globe. Genuine with high ethical standards and values and personal integrity and honesty. Displays humility and adaptability. Ability to apply a large measure of common sense to a variety of situations. Entrepreneurial attitude toward work center excellence.

Communication Skills. Ability to speak clearly and persuasively in positive or negative situations, listen and obtain clarification, and respond well to questions. Proficiency in writing clearly and concisely and editing work for spelling and grammar. Ability to vary writing style to meet business needs.

Core Business Skills. Ability to exercise sound judgement and discretion in handling of proprietary and confidential information. Displays willingness to make decisions and work independently, without significant direction and to use resources effectively to "figure it out". Strong critical thinking skills, judgment and keen attention to detail and accuracy. Ability to work collaboratively within a matrix environment. Exceptional prioritization, time management and organizational skills. Ability to write routine reports and correspondence. Highly organized and self-disciplined.

Professional Investment. Demonstrated commitment to own personal professional development and life-long learning.



Flexibility. Ability to maintain schedule flexibility to occasionally work outside of normal business hours due to business demand and/or be on-call to support business functions or Team Members.

Travel Requirements. Ability to travel domestically and internationally by land and air up to 15%. U.S. Passport or ability to obtain.

ESSENTIAL FUNCTIONS/RESPONSIBILITIES

1. Design, code, maintain, and support internally developed applications and reports throughout the software development lifecycle, including refining requirements, testing, troubleshooting, and documenting, as needed, and specifically:
 - a) Designing areas of new applications, maintaining existing applications, and writing code.
 - b) Designing back-end databases and/or working on system design(s) created by more senior developers.
 - c) Ensuring software and database projects adhere to departmental best practices; identify and elevate best practice gaps to management, as needed.
 - d) Working with users on acquiring and/or clarifying software requirements.
 - e) Developing testing plans for applications.
 - f) Troubleshooting and resolving all bugs on assigned areas of development; identify and refer systemic issues to appropriate parties that overlap areas of development, responsibilities, or multiple systems.
 - g) Interfacing with testers/users for support, troubleshooting and/or gaining additional information/requirements clarification.
 - h) Ensuring documentation for applications is fully completed.
2. Participate in Software Development Lifecycle and Project Management activities, as assigned.
3. Work across multiple platforms to ensure optimum application language/development environments is utilized.
4. Manage time and activities efficiently, and identify and communicate conflicting priorities to management in a timely manner.
5. Actively engage with and appropriately mentor junior Application Developers, as needed.
6. Promote positive team member and customer relations by supporting Pyrotek's commitment to a working environment of tolerance, acceptance and civility. Respond appropriately to inquiries, concerns and complaints by being professional, courteous and respectful at all times.
7. Maintain regular, consistent, reliable, punctual and predictable attendance, as required to achieve internal and external customer satisfaction.
8. Actively and positively participate in problem resolution, demonstrating constructive communication, timely response and effective resolution skills. Work effectively within team environments both within your department and across the organization.
9. Cooperate and comply fully with all Pyrotek policies and procedures. Actively support and follow the Pyrotek Safety Program.
10. Actively support compliance with all relevant ISO (International Organization for Standardization) management system standards by maintaining electronic resources to comply with and support ISO document control systems and operational processes. Implement systems to control electronic waste.
11. Participate in company/department meetings, training activities, continuing education programs and other associated activities.
12. Consistently promote and communicate Pyrotek's core values through work performance and excellent customer service.



13. Perform other tasks as assigned.

PHYSICAL/SENSORY REQUIREMENTS

The following physical activities described here are representative of those required by a team member to perform the essential functions of this position. Reasonable accommodation, if feasible, will be made to enable individuals with disabilities to perform the functions of position.

Must be able to sit for long periods-of-time, bend and reach, use stairs, lift up to 25 pounds occasionally and communicate effectively in English by telephone, in person and in writing. Effectively use a personal computer, office equipment and telephone.

WORKING ENVIRONMENT

While performing the essential responsibilities of this position, the team member will generally work in an office environment with exposure to a manufacturing environment that may present loud noise, moving mechanical parts, and fumes or airborne particles. Personal Protective Equipment (PPE) including approved footwear, respirators, and safety glasses/goggles may be required.

Team Member’s Signature

Date