Junior Java Developer (Developer Analyst II), HMS Holdings

To develop and support our applications as a part of our agile team. Focus on delivering high quality software that is designed and built to leverage technologies in a highly-scalable and performant manner.

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<th>Outcomes</th>
<th>Rating &amp; Comments</th>
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<td>1. Deliver new functionality to our core application platform</td>
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<td>2. Deliver well-written unit tests to achieve the most effective code coverage possible</td>
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<td>3. Go through on-boarding &amp; training of our product suite to gain system understanding</td>
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<td>4. Work with team lead to understand business requirements and develop appropriate solutions</td>
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<td>5. Support application development using Java, C++, SQL, HTML, Informatica tool sets</td>
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Competencies

Technical

- Honesty and integrity. Earns trust and respect. Speaks plainly and truthfully.
- Organization and planning. Plans and organizes work efficiently and effectively.
- Follow-through and accountability. Lives up to agreements. Delivers results, not excuses.
- Intelligence. Learns quickly.
- Emotional intelligence. Self-aware, mature, and able to empathize effectively.
- Analytics skills. Able to structure and process quantitative and qualitative information and draw insightful conclusions from it.
- Persistence. Demonstrates tenacity and willingness to work hard to achieve positive outcomes.
- Proactivity. Acts without being told what to do, in fulfillment of positive outcomes.
- Gravity. Can lead people to a new, better technology landscape.
- Enthusiasm. Exhibits a can-do, will-do attitude and excitement for the work.
- Adaptability. Adjusts quickly to changing priorities and conditions. Copes effectively with complexity.
- Persuasion. Able to convince others to join a cause or course of action.
- High standards. Expects the best from people and teams.

Communication

- Listening. Practices active listening.
- Teamwork. Reaches out to colleagues and peers and cooperates with supervisors to establish an overall positive, collaborative working environment and productive relationships.
- Inspiring. Inspire others with results on code quality, ease and stability of production systems with good BI framework.