

Software Engineer

POSITION TITLE

Software Engineer

REPORTING TO

Director, Information Technology

LOCATION

Columbia, South Carolina

THE ORGANIZATION

Pure Fishing (www.purefishing.com) is a global family of quality fishing tackle brands, offering a broad range of products that meet or exceed the needs of today's anglers located in North America, Europe, Asia and Australia. Pure Fishing addresses the needs of anglers around the world with a strong portfolio of leading brands. These brands include Shakespeare Fishing Tackle, Penn, Abu Garcia, Berkley and many others. The company focuses on sport fishing and offers reels, lightweight graphite rods, soft baits, saltwater squids, flicker shads, cardinals and inshore rods for anglers. The company is headquartered in Columbia, South Carolina and is a subsidiary of Jarden Corporation of Rye, NY, a Fortune 500 company. Pure Fishing has earned a significant market share both in the US and internationally. The Company is poised for continued growth and profitability globally with the commitment of providing Technology Solutions to support this growth. The Software Engineer role is a critical team player responsible for multiple aspects of major and minor Corporate and Global Projects. This individual will help take the IT organization to the next level of excellence by supporting several key initiatives.

SCOPE AND RESPONSIBILITIES

The Software Engineer will play a pivotal role on the corporate IT team supporting existing application platforms as well as new end-to-end development projects and everything in between. Responsibilities will also include participation in process improvement initiatives, data management and manipulation efforts, and other developmental endeavors. The Software Engineer works closely with co-located and extended teams from across the globe. They will participate in multiple projects and support efforts spanning the full project and product lifecycle, as Best Practices are utilized to engage, establish and execute Projects.

Primary Roles / Responsibilities:

- Create, enhance, and maintain innovative software solutions, especially software web solutions and various integrations to support eCommerce business.
- Key member of the core team supporting a global, SAAS based eCommerce platform with integrations into SAP, Scene7, other content management systems, and various 3rd party systems.
- Complete feasibility analysis and prototyping.
- Transfer functional requirements into executable solutions.
- Assist across all aspects of the SDLC, including requirements gathering, design, development, testing, and deployment.
- Ensure software designs are documented and full unit, module, integration and performance tests are completed.
- Provide timely and accurate estimates for project deliverables.
- Investigate and innovate with new technologies and operating systems and lead adoption of those technologies by the team.
- Participate in change management, process mapping, and continuous improvement efforts.

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- Communicate frequent status to project leads/managers and proactively escalate critical issues that become roadblocks that require timely resolution.
- Drive initiatives to successful outcomes and exceed business user / customer satisfaction.

EXPERIENCE REQUIRED

- 3-5 years software development experience with an eCommerce focus, as well as experience in a manufacturing, distribution, and/or retail environment.
- Proven history working with data integrations, particularly utilizing XML and XSD.
- Familiar with object oriented programming concepts and implementation.
- Very strong programming abilities and the proven ability to learn new technologies quickly.
- Ability to work on multiple initiatives simultaneously and prioritize work tasks.
- Outstanding written and communications skills and the ability to develop strong relationships with the business and IT are essential. Should have excellent organizational skills & attention to detail.
- Preference will be given to candidates who have the following technical development experience, in the order listed, and have a competency in the following IT based systems;
 - Experience in Web / Internet based programming concepts and architectures
 - XML / JavaScript / HTML / HTML5 / Flash / JSON / CSS
 - DemandWare scripting language and UX Studio
 - Integration with Scene7 content management
 - QlikView Business Intelligence / Analytics
 - Java / .net / Visual Basic and QlikView programming / SharePoint designer, developer
 - SAP ABAP and BW development
 - Multiple scripting languages experience

PERSONAL ATTRIBUTES

Self motivated with ability to work in diversified environments and with new development tools. Has worked in a team-based organization, with leadership experience a plus. Comfortable challenging peers in a healthy, constructive way. The candidate must be comfortable working independently, be execution oriented, and demonstrate value to the business. Passion for technology and works well to meet deadlines. Candidate will be able to facilitate timely completion of assignments with minimum supervision. The right candidate will be flexible and adaptable when dealing with change, will allocate time efficiently, handling multiple demands and competing priorities and will have excellent problem solving skills and analytical skills.

CULTURAL & ORGANIZATIONAL EXPERIENCES

Information Technology is a success factor to the organization. The successful candidate must thrive in a truly entrepreneurial, fast moving and fun loving environment – where people enjoy their work and the industry they compete. Being able to take leadership initiative and run with ideas independently is essential. This is a highly team based culture that has attributes of being intimate, driven and lean. Bringing the ability to think and act globally and help the culture move in that direction is critical. The candidate must be able to operate effectively in an organization that has remote and virtual components to its operation as well as matrix organizational reporting responsibilities.

EDUCATION

A Bachelor's degree is required in Computer Science, Software Engineering, or a related field.