

## Jr. Developer

Global Compliance Services, a global provider of ethics and compliance solutions to the Fortune 1000, seeks a **Jr. Developer** to join our fast-paced Production Services Department, located in our corporate headquarters in the Ballantyne area of south Charlotte. The general purpose of the Jr. Developer is to work with project managers, and technical staff (both internal and external) to ensure courseware libraries are functioning as expected, to offer improvements to courseware and to work with the project manager for client escalated issues to ensure all client reported problems are quickly addressed. As part of the development team, you may also develop new web based training for Global Compliance's library of Harassment Prevention and Ethics training or customizing the courses to meet client specific needs.

Founded in 1981, our organization has unparalleled experience in ethics and compliance, having introduced the industry's original compliance reporting hotline. We are providers of customized, global solutions for public and private corporations, colleges, universities, not-for-profit organizations and government entities. We offer products that reinforce an organization's values and promote expected behaviors; telephony and web services for reporting of allegations or incidents; software-based services to manage and investigate cases of misconduct or noncompliance; software-based services for analysis, trending, and reporting to executive management; and services to evaluate and validate compliance with legislation, regulation and organizational practices and procedures.

The following **Jr. Developer** position is now available:

### **RESPONSIBILITIES/DUTIES:**

- Act as Flash Mechanic to identify code issues as reported and fix problems within the courseware
- Developing customized courses for clients available in the library
- Delivering stable, well-performing results on projects varying in small to medium complexity and duration
- Collaborating with project teams to make recommendations and propose solutions based on knowledge of Flash's capabilities
- Multi-tasking on various projects
- Answering questions from Project Managers with course library questions
- Communicating with a client when necessary to answer course build questions
- Participates in appropriate meetings, seminars and in-house training sessions
- Carries out all responsibilities in an honest, ethical and professional manner

### **MINIMUM QUALIFICATIONS:**

- Bachelor's degree in Computer Science or equivalent work experience
- 1+ years experience developing web-based multimedia projects or Rich Internet Applications
- Experience with the Flash Professional 8 IDE or higher
- 1+ years experience ActionScript 2.0 programming language and OO concepts
- Experience with XML/HTML/JavaScript
- Training Industry development experience (with familiarity of SCORM and AICC) also a plus
- Demonstrated success in creating Flash products
- Strong customer and results orientation
- Experience with the Flash Professional 8 IDE or higher

- Strong knowledge of supporting programs for working with images, audio, and video
- Communication skills commensurate for communication with clients and project managers
- Experience with all aspects of software development, including testing and quality assurance
- The ability to prioritize multiple projects and work efficiently under tight deadlines with little supervision
- Ability to interact effectively at all levels and across diverse cultures
- Ability to function as an effective team member

Global Compliance Services offers competitive salary, full benefits, a pleasant and cooperative working environment, and the opportunity to work for a company that encourages integrity in its employees and customers. To learn more about us, please visit our website at [www.globalcompliance.com](http://www.globalcompliance.com).

Send resume w/cover letter and salary requirements to GCS-HR, 13950 Ballantyne Corporate Place, #300, Charlotte, NC 28277, or email to [jobs@globalcompliance.com](mailto:jobs@globalcompliance.com). Please include "Jr. Developer" in the subject line. Sincere applications should **include salary history**/requirements in a cover message/letter accompanying resume submission.

**Global Compliance is an Affirmative Action and Equal Employment Opportunity Employer and encourages diversity in our workforce.**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.