



integrity - innovation - quality

SOFTWARE DEVELOPMENT MANAGER

Black Creek Integrated Systems is a leading national supplier of highly sophisticated, computerized, and integrated electronic security systems for the correctional industry. Black Creek systems feature state-of-the-art components such as control devices, onsite and online video visitation systems, cameras, and real-time inmate tracking with our RFID tracking devices. In its 36 years of existence, Black Creek has developed an unequalled reputation for innovation and excellence in the design of its products and the support of its clients.

We are seeking a qualified individual to manage our Software Development Group.

Essential Duties:

- Work closely with company senior management to design, develop and implement all aspects of product.
- Plan, organize, coordinate, supervise and evaluate the programs, functions, services and staff of the Group.
- Develop Group policies and procedures in conjunction with company management.
- Hire, train, supervise and evaluate staff and maintain effective employee relations. Resolve issues within project teams. Coordinate schedules and work hours.
- Plan, organize, and coordinate all development projects and set project priorities.
- Assign development projects and coordinate development resources; follow-up with Group members to monitor progress.
- Resolve issues with customers as needed.
- Oversee and/or prepare progress and status reporting
- Maintain effective communications with customers, vendors and contractors.
- Assist in both the preparation of and responses to requests for proposals.
- Provide assistance with software support and troubleshooting through interaction with the customer.
- Maintain proper coding practices and documentation, even under deadlines
- Analyze modification requests to determine the programming changes needed.
- Provide written specs & time estimates for modifications (estimated hours & completion dates).
- Train customers on use of software.
- Lead projects with minimal supervision.
- Perform and provide oversight of software quality assurance.
- Perform related work as required.
- Travel as required.

Job Qualifications/Requirements:

- **Minimum 7 years** of hands-on software development experience.
- **Minimum 5 years** in a managerial/leadership role actively managing developers.
- Strong analytical and problem solving skills.
- Strong software development skills.
- Ability to identify critical software problems and take appropriate action.
- Ability to manage multiple, large software development projects simultaneously.
- Strong communication skills with the ability to understand and articulate ideas verbally and in writing.
- Strong understanding of object oriented programming and relational databases such as MS SQL Server.
- Ability to accurately estimate man power and hours needed for programming projects.

- Ability to develop and debug programs in the following languages: C/C++, VB.NET, ASP.NET, FlashBuilder, Adobe Media Server – Action Script, HTML5, Java Script, CSS, PHP, C++ and VB.NET for Windows Mobile, JDK for Android, Objective C and Swift for iOS.
- Must have a valid driver license with clean driving record

Education Requirements:

- BS in an ABET accredited Computer Science program.
- Master's Degree in technology, business, or related field

Working at Black Creek

In addition to offering competitive compensation, we offer a generous benefit package that includes:

- 401(k) retirement plan
- Vacation/personal time program
- Paid holidays
- Health and dental insurance
- Life insurance
- Long term disability insurance
- Tuition reimbursement program