

**MICHIGAN TECHNOLOGICAL UNIVERSITY  
CLASSIFICATION DESCRIPTION**

**Job Title:** WEB PROGRAMMER (pay grade 120)  
**Department:** UNIVERSITY MARKETING AND COMMUNICATIONS  
**Salary Guidelines:** MINIMUM \$27,379 - MAXIMUM \$44,549  
**Exempt (Y/N):** YES  
**Supervisor:** DIRECTOR, NEW MEDIA

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**SUMMARY:** Work as a team member to maintain usability, customize functionality, participate in the redesign of [www.mtu.edu](http://www.mtu.edu) and perform on-going maintenance.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other duties may be assigned.  
Create and promote web-based applications and pages that are consistent with Michigan Tech's integrated marketing/branding program.  
Assess the technical parameters of a project and give feedback on viability.  
Modify pre-existing code, create custom code and work with API's and open source while documenting work to industry standards.  
Create custom modules for out-of-the-box CMS.  
Improve the evolving Michigan Tech front-end for performance, scalability and maintainability.  
Prototype, test and debug projects and pages.  
Work with web development team in reviewing Michigan Tech web pages for consistency, accuracy, and compliance.  
Assist in providing consultation to the University community concerning web usage and standards.  
Collaborate with web development team on daily and weekly communication vehicles for viability.  
Work closely with student programmers and content developers.

**SUPERVISORY RESPONSIBILITIES:** Functional supervision may be exercised over student assistants.

**QUALIFICATION REQUIREMENTS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE:**

**REQUIRED:**

Bachelor's degree in computer science, or an equivalent combination of education and experience from which comparable knowledge and abilities can be acquired.  
Three years experience in web/web application programming.  
Expertise in one scripting language (ex: PHP, Java, Python, Perl, Ruby).  
Experience in using and interpreting web standards (browsers, accessibility, and validity).  
Proficiency on both the Macintosh and PC platforms.

**DESIRABLE:**

Experience working in an academic environment.  
Demonstrated knowledge of CMS theory.  
Experience with Rythmyx CMS.  
Demonstrated understanding of User Interface principles and User Experience.  
Experience with Ajax plus.  
Familiarity with Rails and MySQL.  
Basic knowledge of HTML and CSS.  
Expertise in PHP, Java, Python, Perl or Ruby

## **WEB PROGRAMMER - UNIVERSITY MARKETING AND COMMUNICATIONS**

### **OTHER SKILLS AND ABILITIES:**

#### **REQUIRED:**

Excellent interpersonal and oral/written communication skills.

Strong interest in the Internet and desire to learn new technologies.

Demonstrated ability to work well in a fast-paced environment, work independently, and thrive on challenges.

Highly self-motivated, capable of prioritizing multiple tasks in a proactive manner, meeting deadlines, and displaying attention to detail.

Demonstrated ability and skill to analyze and correct coding, apply creativity and imagination to problem solving, and instruct users in technical applications.

Demonstrated ability to understand customer needs, provide quality service, persuasively present ideas, and commit to customer satisfaction.

Understanding and willingness to learn web 2.0 concepts and technologies.