

Job Description

Job Title: Flash Developer
Reports To: Head of Research and Development
Location: Auckland

About Sonar6.

Sonar6 was founded in 2004 based on the idea that performance management should be simple and rewarding. The first generation of the Sonar6 toolset was launched in February 2006.

Growth since then has been rapid. Sonar6 now has customers all around the world, and is well known as the innovator in Human Resource software.

The goal of Sonar6 remains straightforward: Provide the best possible way to create in-depth performance reviews online, then use the information collected in those reviews to create a helicopter view of all of the people in the business.

While others seem to be making HR more and more complicated, Sonar6 is on a journey in the opposite direction, providing the simplest way to help businesses make better people decisions.

Overview of Role.

In less than two years, Sonar6 has developed the easiest to use performance management system on the planet - bar none. We have revolutionized the way that capability and performance data is shared around the organization.

In order to continue this lead we must ensure that our research and development contributors are focused on extending, enhancing and simplifying the user experience, in everything they do. Every member of the Sonar6 development team needs to not only be great creative software developer; they must also always keep in the back of their mind the question "how is what I am doing going to improve the customer experience?". This requires a focus on excellence – not just narrow excellence in writing code – but rather an understanding that a superb user experience is the result of great thinking in many different disciplines.

The role of Flash Developer is a critical to our success.

Accountabilities.

The Head of Research and Development will expect you to take proactive ownership for your assigned aspects of the Research and Development Plan and it's successful execution.

- Great code: Robust, easy to understand and extend.
- Intellectual property contribution. How much does your work contribute to sustainable competitive advantage.
- Organisational knowledge. Sonar6 is building a world class software development lab. The capability of this lab is built through the contributions of the team, by helping get the best out of each other, introducing best practice, and through researching or developing better ways to do things.
- User experience. Everyone from basic design through to code execution and testing must always remember that the game is won or lost on user experience. Using Sonar6 should be straightforward, free of complexity, not require special learning, and useful.

Key Responsibilities.

Key responsibilities within this scope include:

- To develop new features for and enhance Sonar6's SaaS talent management product.
- Use and expand rigorous development protocols.
- Have input into the direction and design of the Sonar6 product and architecture.
- Contribute positively and openly to the Sonar6 lab environment.
- Support other members of the development team with their challenges, as you would expect them to support you.

Delivery and performance on the above are critical to the success in this role. Measures of these will be by way of feedback from the rest of the team at Sonar6.

Role Specific Competencies.

Conceptual Thinking

Ability to explore and manipulate ideas beyond concrete constraints

Can imagine novel and hypothetical situations in detail

Reframes problems

Systematic Thinking

Makes effective use of organisational systems and processes

Takes an organised, logical approach to thinking through issues

Applies learning to new situations

Attention to Detail

Able to 'zoom in' to detail quickly and accurately

Checks information, picks up inconsistencies and mistakes

Can make detailed comparisons between similar sources



Sonar6 Values.

Does it make the boat go faster.

Stays focused on the important stuff: getting customers, keeping customers.

Sense of Magic.

When people use Sonar6, or visit our website, or deal with our people, even the tiniest piece of magic will make a positive difference to their day.

The Extra 5%.

Gets to best practice then goes 5% further. Supports customers and team mates to go 5% more.

Credentials, Experience, and Skills

- 5 years industry experience in designing and coding *great* software
- Appreciation of the importance of aesthetics to software on the web.
- An understanding of how to build Rich Internet Applications from design through to execution.
- In depth understanding of Actionscript 2 and 3 and the ability to use it in an OO fashion.
- Broad understanding of other internet technologies (PHP, XML)
- Some understanding of SQL.
- Ability to set your own goals within a project, and effectively collaborate with other developers.
- A desire to do great things online.
- Ability to think like a user, and apply that thinking to your own work.

Special Requirements.

This role requires that you are a self starter, work effectively in teams, and enjoy working hard.


Your success will also be measured on:

- The quantity and quality of your design and development work
- The amount of “magic” that you are introduce into the Sonar6 user experience
- How much you contribute to the overall knowledge, capability and intellectual property of the Sonar6 Lab.

In short: we need you to help make Sonar6 game-changing.

Performance Measurements.

Performance is king at Sonar6. We will reward great performance, and we will come down hard on poor performance. You are here to make a difference.

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- Managers feedback in both Formal reviews and adhoc appraisals
 - Objectives defined in either Project Milestones or as assigned by your manager.
 - Feedback from peers and associates as applicable