BETTERINVESTING™

Title: **Manager of Front-End Development**	**New: February 2022**
Time Type: **Full-time**	**Salary Level: TBD**
Location: **Troy, MI (or remote)**	**Status: Salaried Exempt**

Job Summary

Do you like to build things from scratch? Improve things? Make systems work better? Do you desire for your work to mean something i.e. to help people? Then this may be just the role for you. We are looking for a Manager of Front-End Development who will be responsible for enhancing existing technology as well as bringing new solutions to life across the entire NAIC organization. In this role, sometimes you will lead, and sometimes you will have to roll up your sleeves in order to personally make it happen as a jack of all trades. You will direct enhancements and new product development projects. In addition to completely new initiatives, this includes enhancements/ improvements to existing websites, etc. The ideal candidate will have a customer-focused approach and will enjoy working in a small team environment. Reports to CEO.

Should understand, or be ready to learn, the mission, investment principles and philosophy of NAIC / BetterInvesting and how NAIC / BetterInvesting relates to its members and its volunteers. Thoughts/ approach to investing must align with the core principles of the NAIC dba BetterInvesting.

About NAIC / BetterInvesting

As a nonprofit organization, our mission is to educate individual investors and investment clubs to become successful lifelong investors. Our employees have been with us on average for over 14 years due to our mission-driven approach, excellent work/life balance, remote flexibility, superb benefits and more. You can read more about our organization, founded in 1951, at www.betterinvesting.org

Essential Functions:
- Website enhancements and upgrades
- Lead the development of new projects from inception through to delivery into a production environment
- Implement projects identified by CEO in need of upgrade, improvement or enhancement
- Provide the management and execution for upgrades and new development, including development/writing of requirements, prototypes and concepts for development. Incorporate user and stakeholder feedback in development as appropriate. Document what changed, when and why.
- Drive execution of day-to-day enhancements
- Assess current methods and recommend improvements
- When not possible to complete work internally, direct and manage the RFP process including analysis of submitted RFPs, vendor selection plus recommendation to leadership for implementation. Direct implementation, supplier management, and project reporting in order to develop and deploy cutting edge technical solutions, within the nonprofit framework
- Direct/conduct feasibility and high-level cost analysis for projects
- Collaborate with Director of IT regarding availability of internal resources, especially developers
- Collaborate with, and obtain approval from, Director of IT on platform selections

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Knowledge, Skills and Abilities

To perform the job successfully, an individual must demonstrate the following critical skills:

Analytical: A highly curious person with strong problem solving, quantitative, and analytical abilities.

Communication: Expresses ideas effectively, adjusting language or terminology to the needs of the listener. Communications are clear, concise and courteous. Effective at consensus building and organization communication, especially for initiatives that result in organization change.

Dependability: Willingness to take on, and be accountable for, assignments; reliable in completing assignments and proven ability to meet deadlines. Honors commitments.

Innovation: A passion for innovation, for new technologies and/or the drive to find ways to implement better tools and processes

Integrity: Demonstrate sound business ethics; show consistency among principles, values and behaviors; build trust with others; is well respected.

Planning: Able to develop short- and long-term plans that are appropriately comprehensive, realistic, and effective in meeting goals on a limited budget; establish the appropriate scope of the project; integrate planning efforts across work groups.

Quality Service: Produce high quality results that meet organizational needs.

Teamwork: Foster collaboration as well as take actions that respect the needs and contributions of others. Coordinate efforts. Share and build on others' ideas. Works harmoniously with others; cooperative, a team player.

Desirable (but not all required) Experience:
- Front-end development including HTML, CSS, JavaScript, .NET, language browser formatting and browser security issues. Responsive web design capability – ability to marry creative with the front-end user interface plus HTML/CSS skills; understand what is modern, what looks great, what is possible, and not possible
- Experience in technical project management including applications development, knowledge of standards, and experience with object-oriented programming
- Experience and understanding of product development and design procedures
- Experience with Visual Studio
- Familiarity with the following a plus: version control, document management, requirements gathering and management, use case and test case development, regression testing, integration testing, and user acceptance testing

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We welcome all applicants including stay-at-home parents, those returning to the work force after an extended period away, etc.

We are an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, disability, religion, height, weight, or veteran status.

To apply, email us at position@betterinvesting.org