



Job Description – Visual Application Developer

Faye, Pollack & Associates, Inc. is a Los Angeles-based technology services company committed to helping businesses become more adaptive, competitive, and profitable by providing value through the intelligent application of technology solutions. Diligence, commitment, and unquestionable integrity define the career experience at FPA. As one of the leading technology services companies in the area, we lead the way in implementing and managing technology for our clients by integrating technical expertise with a professional approach and personal attention.

As a Visual Application Developer at FPA, you will create and maintain new and existing “thick” and “thin” custom financial and business applications integrating various Object-Oriented programming technologies. You will be a key member of a development team designing, coding, testing, documenting, installing, and maintaining applications that enable businesses to operate more effectively and competitively. You’ll be working in a small group led by a seasoned Application Development Manager who has the experience (both in technical and professional consulting skills) needed to help ensure success for all team members. One week you might be writing and testing new code and the next you might be working on custom reports and forms using Crystal Reports.

The successful candidate will have two to three years of in-depth experience creating business related applications in a Microsoft-based Object Oriented language (MS-Visual Basic, MS-Visual FoxPro, MSASP, .NET) as well as a demonstrated track record of working on projects to success by following established timelines and budgets.

We have a belief in our Core Values and invest in our systems and methodologies to ensure we provide world class services and support across teams and across clients. The FPA business model is based on the principle that efficiencies and economies of scale are achieved for our clients through procedural best practices and centralized relationships.

Work with Faye, Pollack & Associates, Inc. and make a difference in real and measurable ways. We believe in hard work, professionalism, and being the best at what we do. We invite you to explore career opportunities with LA’s leading outsourced technology services provider.



Job Description – Visual Application Developer (continued)

Duties and Responsibilities

- Performs key portions of the system development lifecycle including designing, coding, testing, documenting, installing, and maintaining custom applications
- Creates custom reports and forms using Crystal Reports
- Performs administrative tasks such as entering time, updating work orders, updating knowledgebase, providing status reports, etc.
- Improves personal and professional technical knowledge and expertise
- Effectively manages himself or herself to meet or exceed established performance goals (i.e.: efficiency, utilization, overall billing, etc.)

Technical Requirements

- A strong understanding of object oriented languages and development methods
- A strong understanding of structured programming methods and data normalization concepts
- A mid to high-level of experience in two or more of the following development languages: MSVisual Basic, .NET, ASP.NET, MS-Visual FoxPro, MS-SQL Server, MS-Access
- Experience with the following development technologies:
 - ODBC, OLE, and OCX concepts
 - Crystal Reports
 - MS-Visual Source Safe

Typical Minimum Requirements

- Two to three years of in-depth experience creating business related applications in a Microsoft-based Object Oriented language (MS-Visual Basic, MS-Visual FoxPro, MS-ASP, .NET)
- A demonstrated track record of working on projects to success following established timelines and budgets
- Experience with related development technologies (MS-SQL Server, MS-Source Safe, Crystal Reports, etc.)
- Two to three years experience working with accounting systems (A/R, A/P, G/L, Inventory, etc.) as well as programming for transactional-based processes and developing with audit trails in mind



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Performance Factors

- Ability to efficiently and effectively perform the technical requirements
- Excellent proactive verbal and written communication skills
- Ability to prioritize requests effectively and efficiently and work with a sense of urgency
- Ability to work with a significant attention to detail and thoroughness
- Consistently meet project deadlines
- Work within an environment of “constant improvement”
- Project professionalism, enthusiasm, and a “can do” attitude
- Meet or exceed established performance goals

Benefits

Excellent Compensation

Aetna Health Insurance (fully paid)

401(k) Pension Plan

Long Term Disability Insurance

Paid Vacation

Ongoing Professional Training

Faye, Pollack & Associates, Inc. seeks IT professionals with the desire and capability to be great. Founded in 1991, we are a rapidly growing technology services company located in Encino, California. FPA provides all the technology services an organization may need including technology consulting, MAS 90 Accounting Software implementation, support and training, custom programming, web site design and development, and related IT services for small to mid-sized businesses.

To apply for this position, please send a resume to careers@fpainc.com