

SENIOR PROGRAMMER ANALYST

Company Background

MidAmerica is one of the nation's leading providers and administrators of retirement and other tax-advantaged benefit plans for government and education employers throughout the US. The company provides innovative employee benefit programs for over a million educators and other public sector employees and 2,200 plan sponsors across the country, and has assets under management exceeding \$1 billion. Originally formed in 1995, MidAmerica's core business has been providing Social Security Alternative and Special Pay programs (tax-advantaged vacation and sick pay plans for governmental employers). This core business has grown dramatically and has expanded to include other defined contribution plans, Health Reimbursement Arrangements (HRA's), FSA administration, Trust (for public employer-sponsored healthcare plans that keep healthcare liability off the books), independent Third Party Administration Services (TPA), 403(b) and 457(b) administration and common remitting services, and most recently, ACA Compliance Reviews. To date the company sells and distributes its products and services through a distribution network of insurance brokers that primarily sell into the public sector.

Position Description

MidAmerica Administrative and Retirement Solutions relies on multiple critical systems and applications to provide retirement planning and wellness funding helping over one million employees in their health and wellness journey. The Senior Programmer Analyst is a member of the IT team who is responsible for the analysis, design, implementation, and support of applications and interfaces.

Position Responsibilities

- Participate in the ongoing development of the IT future state vision for applications and system architecture for MidAmerica.
- Identify and implement data integrations in collaboration with internal teams and 3rd party partners.
- Participate in the development of technical and business requirements for the purposes of evaluating and selecting new applications and platforms.
- Fulfill the role of lead application developer on application development projects.
- Responsible for leading the maintenance, configuration, and administration of middleware and integration technologies
- Identify and implement process improvements for existing applications and system integrations.
- Leverage skills to develop proof-of-concepts for projects and other initiatives.
- Participate in the day to day support of existing systems, development efforts, and projects.

Skills and Qualifications

Specific Qualifications and career profiles that are essential to the position are as follows:

1. Minimum 3-5 years of hands-on experience supporting IT teams with Microsoft technologies
2. Knowledge of IT system development, IT infrastructure and business processes
3. Knowledge of software development tools, technologies and methodologies

4. Ability to apply frameworks, standards and patterns
5. Development experience with Microsoft's .NET Framework using C# or VB.NET
6. Experience with application development tools including Visual Studio, SQL Server Management Studio and Team Foundation Server.
7. Development experience with relational database technologies and programming, specifically Microsoft SQL Server and Oracle RDBMS
8. Experience implementing and supporting integrations using web services technologies
9. Demonstrated experience with Microsoft Team Foundation Server / VSTS.
10. Familiarity with data integration tools such as Jitterbit, Boomi, or Informatica a plus.
11. Familiarity with the configuration and integration for CRM products such as Salesforce or Microsoft Dynamics CRM.

Specific competencies and attributes that are important to the position include:

1. Experience with financial services organizations or third-party benefit administrator's a plus
2. Experience with service-oriented architectures for software and system integrations
3. Excellent collaboration and communication skills are required, including the ability to work independently
4. Ability to work closely with business leaders and partners in gathering and documenting requirements, and proposing effective processes and solutions
5. Experience with business process modeling, requirements analysis, solution development
6. Excellent organizational skills, ability to prioritize, multi-task and work in a team environment
7. Strategic thinker constantly looking for opportunities to improve performance and drive growth

Location

The position is based at the company's operations office in Lakeland, Florida.