



The Position: Senior Interactive Developer (Full Stack)

Date: Feb 2025

Who You Report To: Web Director

FLSA: Exempt

An Overview of What You Do:

In this role, the primary focus of this position will be to work with the lead web developer and the whole Neoscape team to develop websites and other related projects for a wide range of uses and clients all around the globe. Successful applicants should be extremely detail oriented, able to work on multiple high importance projects simultaneously, be able to work as part of a team and on their own with very limited guidance, have a firm grasp on full-stack web development processes and technologies, understand web and database hosting solutions, and be able to assist other team members with questions and development issues. Good communication skills are absolutely critical for this position to ensure a quality look and feel for all our interactive applications and to devise future innovative solutions that reflect Neoscape's pioneering brand identity.

Your Primary Responsibilities*

- Foster a positive environment by modeling cultural expectations of accountability, inclusion, flexibility, continuous improvement and collaboration as a results driven leader with an optimistic, can-do attitude.
- Promote the vision of Neoscape both inside and outside the organization.
- Partner closely with fellow project leadership, product team and graphic designers, translating designs and wireframes into high quality code.
- Responsible for start-to-finish development of websites.
- Directly manage and mentor a robust team while providing hands-on guidance with team members, helping to coach and mentor on creative best practices and solutions.
- Provide strategic, insightful, and innovative creative solutions for clients, leading the design of complex, engaging interactive experiences for target audiences.
- Ensure flawless execution of interactive and development by overseeing all project team work, proactively coaching project teammates on applying their knowledge from previous projects and course-correcting when necessary.
- Guide, coach, and mentor throughout the Studio while helping to resolve challenges and project hurdles to ensure effective, creative solutions.
- Proactively ensure effective communication of project status, needs, and progress between project team members.
- Ensuring all internal and external deadlines are met by team members, proactively overseeing project time, ensuring the optimal balance of internal resources to meet the project's overall timeline and budget.
- Lead working sessions, proactively showing and coaching on best-practices and sharing knowledge from previous projects to current creative.
- Typical work includes the creation of new projects using both front-end and back-end web technologies for online and offline use as well as the mentoring of junior team members.
- This position will also work on internal initiatives, applications, and client-facing services.
- Work with other duties as assigned.
- Working on multiple projects with changing requirements, updated client requests, and tight deadlines

The Skills and Experience You Bring:

- 6 – 8 years experience, agency environment preferred
- 6+ years experience with JavaScript and Javascript Frameworks such as JQuery
- BSc/MSc in Computer Science or relevant field
- Solid understanding of HTML5 / CSS3 / SCSS / Advanced CSS Animations
- Strong PHP knowledge (advanced object-oriented php)
- Solid understanding of XML / JSON
- Advanced knowledge of Wordpress, Drupal, or headless CMS solutions
- Experience in the LAMP stack
- Understanding of MySQL
- A deep understanding of front-end development issues and browser support limitations
- Expert in responsive design and adaptive web development
- Experience diagnosing and solving cross-browser issues.
- Optimizing web pages for maximum speed and scalability.
- Knowledge of W3C Accessibility Standards and best practices
- Experience working with SVG files (graphics and paths)
- Experience with XD and Figma
- Experience with working in and maintaining git repositories
- Experience working in and developing custom WordPress themes and plugins
- Ability to create functional, easy to use CMS interfaces
- Experience with start-to-finish development of full websites
- Ability to accurately estimate ones time for completion of tasks
- Ability to manage multiple tasks, priorities and workload effectively to meet all schedules and deadlines
- Willingness to jump in and help wherever it is needed, even if it's out of your comfort zone
- A strong desire to learn and improve your creative process balanced with a passion for teaching
- Participate in design and architecture of forward-looking projects
- Energetic, highly organized and self-driven individual
- Extremely detail oriented and organized
- Must have exceptional communication skills
- Strong attention to detail

You Are:

- An embodiment of Neoscape's values: Creativity, Collaboration, Drive.
- A motivator and believe that the best work comes from empowered teams.
- Enthusiastic about leading teams and projects and always ensuring optimal ways to get the best out of each individual.
- A proactive, problem solving, self-starter.
- Extremely detail oriented and organized with exceptional communication skills.
- Highly organized, deadline driven & able to prioritize & manage multiple projects simultaneously.
- A strategist, creating solutions that best fit the big-picture, team needs and client desires.

- Someone who sweats the details with a keen eye for correcting mistakes and takes pride in creating the best quality work.
- Flexible and solution oriented, keeping the client's best interest in mind.
- A mentor with a knack for developing individuals, eager to provide guidance and offer creative input while collaborating across disciplines.
- An executor on highly complex projects.
- An engaging presenter who is confident, articulate and can simplify the complex into compelling, intentional storytelling that drives business results.
- Continuously seeking to improve your creative process, keeping up with innovative best practices to provide best-in-class development work and suggestions.
- A multi-tasker who loves a fast-paced environment and effectively leading teams to meet deadlines and project budgets.
- Always willing to jump-in, roll up your sleeves and help wherever needed.

The Working Conditions and Physical Demands of This Role:

- Normal office environment with long periods of standing, sitting, and continuous client contact.
- Potential for day and overnight travel to clients and other Neoscape offices.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required

*External and internal applicants, as well as position incumbents who become disabled as defined under the Americans with Disabilities Act must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.