

## **Career Opportunity: Software Developer(s) at Focus FS** St. John's, Newfoundland and Labrador

Focus FS is a technology company providing advanced information management systems that give clients the ability to capture, analyse, and present smart, meaningful information. We specialize in software products used in the industrial sector for the purpose of Personnel Safety and Security, Worksite Compliance and Equipment Management. From intuitive web and mobile based applications to sensor driven field systems, Focus FS is unlocking value in our client's business through the use of smart data. We build systems using the following technologies and platforms:

- ASP .Net, C#/.Net Framework, XML | SQL | SSRS | HTML5, JavaScript, CSS, jQuery | Virtual/Hosted Environments | iOS, Windows 10, Android | UAP10 XAML

If you have two-plus years' experience as a software developer and are seeking a position that clearly represents a **career move**, we would ask that you consider a role with Focus FS. In addition to compensation based on experience and qualifications, we believe a career move means advancements in the following areas:

- **Job stretch:** A bigger job with bigger impact
- **Job growth:** More rapid upside growth
- **Job satisfaction:** Doing more of the work you want to do in a supportive environment

Our hiring process is designed to ensure you are clearly making a **career move**. It is an opportunity to determine if you are a good fit for our Organization, and if our Organization is a good fit for you. **Our goal is to match talented people with exciting careers within our fast-growing company.**

If you believe you can achieve the performance objectives identified under 'Performance Profile' our hiring process is as follows:

1. Submit a 2 – 3 paragraph summary of your projects and/or major career accomplishments and what it is you are looking for in your next career move.
2. Participate in a 30-minute discussion with one or two of our team members to discuss your career to-date, your ideal role following a career move, and to simply learn more about our team.
3. Participate in a 30 to 60-minute discussion with members of our management team to determine if it is indeed a suitable career move.

Throughout this process there is an open dialog over email and/or phone calls should either we or yourself have any questions and require further information.

### **Performance Profile**

Performance objectives for the first 12 months of this role include:

- Successful software design, development and delivery for our Shift Fusion projects.
- Commit to continuous improvement: Feedback and updates to our Quality Assurance and Test plan process.



- Contribute to our Software as a Service (SaaS) architecture for specific product modules.
- Commit to learning and advancement of your technical skills.
- Commit to our community give-back initiatives.

Focus FS Values include Passion, Trusting, transparent relationships, Professionalism, and the ability to adapt to our surroundings. We believe in the importance of work-life balance and are pleased to offer our team unlimited vacation. We believe in giving back to our community. We are seeking individuals who share these values and wish to join our team of positive, supportive, forward thinking professionals.

To begin the process, please e-mail your career summary to [careers@focusfs.com](mailto:careers@focusfs.com). Learn more about Focus FS and our Shift Product Suite at [focusfs.com](http://focusfs.com).

We are growing fast and new opportunities are constantly being created. Even if this opening doesn't seem like the perfect career move for you, we urge you to reach out.

Thank-you.