



Position Description

Job Title: Full Stack Application Developer	
Department: Information Technology	Hire Date: March 2026
FLSA: Exempt	Work Location: Virginia Campus / Hybrid (3+ days onsite/week)
Employee Category: Administrative Staff	Work Schedule: M-F, Schedule Varies (Typical 8-5)
Reports to: Vice President of Information Technology	Percent Employment: 100%
Direct Reports: None	

I. Job Summary:

The Full Stack Application Developer will work as part of a team to support the implementation of new functionality and enhancement of existing features for our current applications and delivery of new development initiatives. The developer's role will also work to propose solutions to ongoing business challenges and processes. This individual will be responsible for troubleshooting ongoing performance issues to ensure application availability and uptime. This position will be responsible for working with multiple internal departments as well as some external vendors for some integration within these applications, and to suggest methods for application enhancements. The ideal candidate should also be capable of, and have experience in, building applications from the ground up, high-quality, scalable, and maintainable code. Building applications across the entire software development lifecycle (SDL), including planning for business needs with key stakeholders in an Agile environment. Ensure websites and applications are secure and user data is safeguarded.

II. Job Duties:

1. The ability to apply knowledge, skills, tools, and techniques to meet project requirements. Execute approved plans of action based on knowledge and best practices. Collaborating with other members of the VLMS team to achieve cross-functional strategic objectives. Document new/existing systems and code that may lack sufficient documentation, through inspection.

2. Technical Qualifications:

- Full stack programmer with at least two years of experience designing, developing, and administering applications and web sites using React, Node.js, Typescript, SQL.
- Knowledge of Object-Oriented design principles
- Ability to troubleshoot and repair code
- Must have experience with: React/Node.js/SQL/Unit testing
- Nice to have: MUI, PHP, comfortable with ad hoc scripting in any language
- Design, code, test, debug, maintain and document programs using best practices.
- MySQL and SQL database structure, security, and optimization
- Ability to write, update, and optimize SQL queries in MySQL
- Experience with leveraging REST and other third-party API's

- Strong understanding of common security topics such as authentication/authorization, XSS, SQL injection, etc.
- Working with version control software (Git, subversion, etc.)
- Able to work independently within a highly collaborative environment.
- Assist junior developers with enhancing their technical skillset

3. Research:

- Research, test, analyze, recommend, and implement new and developing technologies and best practice methodologies to improve systems administration (security, robustness, and reliability).
- Ensure the consistency and maintainability of existing applications and audit standards/procedures for implementing technical solutions.

4. Other:

Perform other duties as assigned.

III. Required Qualifications and Skills:

- Education: BS in Computer Science or equivalent program.
- Licensure or certification: Continuing Education and certifications may be required once the candidate begins employment.
- Experience: 2+ years of experience programming

Skills required for the position include:

- Strong, clear communication and interpersonal skills and the ability to interact respectfully and comfortably with all individuals in a diverse multicultural environment.
- Ability to estimate assigned tasks and work assignments.

The successful candidate will be subject to a criminal history background check.

Regular, reliable or predictable attendance is an essential function of the job.

IV. Working Conditions and Efforts: The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Physical demands: While performing the duties of this job, the employee is occasionally required to sit; use hands and vision for office equipment such as computers; talk or hear; moderate telephone usage. The employee must occasionally lift and/or move up to 50 pounds, frequent walking, bending, reaching, and standing.

Work environment: Office environment. Outside travel required 5% of time. The noise level in the work environment is usually minimal.

This position is classified as an exempt position because it requires that the candidate/employee exercise independent judgment and discretion regarding matters of significance.

Employment with VCOM is “at-will”. This means employment is for an indefinite period of time and it is subject to termination by the employee or by VCOM, with or without cause, with or without notice, and at any time. Nothing in this position description or any other policy of VCOM shall be interpreted to be in conflict with or to eliminate or modify in any way, the “at-will” employment status of VCOM employees.

V. **VCOM core values:** The employee is expected to adhere to all VCOM policies. As the environment is a professional college, VCOM faculty / staff are expected to dress and behave in a professional manner at work. VCOM faculty / staff are expected as VCOM employees, to be a person who obeys all laws and professional expectations of an upstanding citizen of the community. VCOM expects all employees to maintain a positive attitude in all working relationships with all VCOM departments, employees, medical students, prospective medical students, interns, and residents and to treat all other engaged in the duties of the employment, with mutual respect.

I am notified that the College is an equal opportunity employer and does not discriminate on the basis of age, sex, sexual orientation, ethnicity, religion, or disability.

I have been made aware of the College’s most recent campus safety report, the location of the college policies and procedures document, and the appropriate handbook for my position. I recognize my responsibility to be aware of the policies and procedures and I am in agreement to follow the policies and procedures as written.

I have read and understand this explanation and job description. I also understand that the job duties and description or the existence of the need for the position may be changed at any time as required by the College where growth of the institution or change in direction for the institution may change the duties of my department or the need for the position.

Employee Signature: _____ Date: _____

Approvals:

Immediate Supervisor: _____ Date: _____

Division Officer: _____ Date: _____

President: _____ Date: _____