



Job Title: Software Developer II – Full Stack

Reports To: Senior Software Architect

FLSA Status: Exempt

Date: August 2026

Summary

The Full Stack Software Developer II at United States Hunter and Jumper Association is a mid-level technical contributor responsible for maintaining, enhancing, and supporting secure, reliable, and modern software systems. The role develops and improves full-stack applications, supports integrations across platforms and services, and contributes to cloud-based deployments and development workflows.

Working within established technical standards and priorities, this position completes assigned features, resolves defects, and helps improve the performance, maintainability, and stability of existing systems. The developer collaborates with technical team members and organizational stakeholders to translate USHJA's operational goals into practical digital solutions that improve internal processes and enhance the member experience.

This hybrid position is based in Lexington, Kentucky, with remote work on Mondays and Tuesdays and in-office work Wednesdays through Fridays. Candidates should have three to seven years of professional software development experience.

Essential Duties and Responsibilities

Full-Stack Application Development

- Develop, maintain, and enhance secure, reliable, and maintainable full-stack applications using React.js, Node.js, PostgreSQL, and Sequelize.
- Complete assigned application features, enhancements, bug fixes, and technical maintenance tasks in accordance with established requirements and priorities.
- Build responsive, reusable, and accessible front-end components using React.js, JavaScript, HTML5, and CSS3.
- Develop and maintain back-end services, business logic, and RESTful APIs using Node.js.
- Support and enhance applications developed with C#, .NET Core, Microsoft SQL Server, and Entity Framework.
- Assist with systems and integrations that use MySQL and Moodle.
- Follow established architecture, development standards, security practices, and application design patterns.
- Review and understand existing code and business processes before implementing changes.

- Refactor existing code when appropriate to improve maintainability, performance, reliability, and readability.

Application Maintenance and Support

- Maintain and support internal business applications and member-facing systems.
- Investigate, troubleshoot, and resolve issues across front-end, back-end, database, and integration layers.
- Analyze reported problems, identify root causes, and implement practical and reliable solutions.
- Assist with application upgrades, data migrations, deployments, and production support.
- Monitor assigned applications and processes for performance, reliability, and data-quality concerns.
- Document issues, resolutions, technical changes, and support procedures.
- Communicate the status of assigned issues, risks, and blockers to the Senior Software Architect and appropriate stakeholders.

Cloud Infrastructure and DevOps

- Contribute to the deployment and support of applications hosted in Amazon Web Services and Microsoft Azure environments.
- Work with established AWS services and infrastructure, which may include EC2, Lambda, S3, RDS, ECS, ECR, API Gateway, and OpenSearch.
- Use Azure DevOps and GitHub to manage source code, work items, branches, pull requests, builds, and deployments.
- Assist with the development and maintenance of CI/CD pipelines using Azure DevOps and GitHub Actions.
- Support containerized applications and development workflows using Docker.
- Follow established cloud architecture, security, access-control, and resource-management standards.
- Help identify opportunities to improve deployment reliability, application performance, and cloud cost efficiency.

Database Development

- Develop and maintain database queries, application data models, stored procedures, and data-access logic.
- Work primarily with PostgreSQL and Sequelize in support of Node.js applications.
- Support Microsoft SQL Server and Entity Framework within C# and .NET Core applications.
- Assist with applications, integrations, and reporting processes that use MySQL.
- Troubleshoot data-related issues and help maintain the accuracy, consistency, and integrity of organizational data.
- Assist with data imports, exports, migrations, scheduled processes, and system-to-system data exchanges.
- Follow established database security, access-control, backup, and change-management practices.

System Integration

- Develop and maintain secure and reliable integrations between internal systems and third-party platforms.

- Build and support RESTful APIs and service-based integrations.
- Troubleshoot issues involving authentication, authorization, API requests, data exchange, scheduled processes, and external services.
- Use Swagger/OpenAPI and Postman to document, test, and validate APIs and integrations.
- Support integrations involving Moodle and other organizational platforms.
- Follow established standards for logging, monitoring, error handling, security, and data validation.
- Help ensure the interoperability, reliability, and performance of applications and services across connected environments.

Testing and Software Quality

- Test application changes to confirm that they meet requirements and do not negatively affect existing functionality.
- Create and maintain unit, integration, and functional tests where appropriate.
- Participate in peer code reviews and respond constructively to technical feedback.
- Validate application behavior across user interfaces, APIs, databases, integrations, and deployment environments.
- Identify and help resolve security, performance, reliability, and maintainability concerns.
- Follow established release-management, testing, and change-control processes.
- Maintain clear technical documentation for assigned features, fixes, integrations, and deployments.

Project Delivery and Collaboration

- Complete assigned development work within established priorities, timelines, and technical direction.
- Participate in project planning, requirements discussions, technical reviews, and team meetings.
- Provide practical input regarding implementation options, development effort, technical risks, and dependencies.
- Assist with estimating assigned development tasks and identifying potential blockers.
- Maintain accurate work-item updates and communicate progress throughout the software-development lifecycle.
- Work collaboratively with developers, product owners, business analysts, staff members, vendors, and external partners.
- Balance planned development work with application maintenance and production-support responsibilities.
- Escalate architecture decisions, significant technical risks, and issues outside the scope of assigned work to the Senior Software Architect.

Core Technologies & Tools

Primary Technologies

Professional experience with most of the following is required:

- **Frontend:** React, JavaScript, HTML5, CSS3
- **Backend:** Node.js
- **Database:** PostgreSQL
- **ORM and Data Access:** Sequelize
- **APIs and Integration:** RESTful APIs, JSON

Secondary Technologies

Experience with the following is preferred:

- **Backend:** C#, .NET Core
- **Database:** Microsoft SQL Server
- **ORM and Data Access:** Entity Framework

Additional Technologies

Experience with the following is helpful but not required:

- MySQL
- Moodle development, administration, or integrations
- TypeScript
- Angular

Qualifications

- Strong written and verbal communication skills
- Strong organizational skills
- Ability to multi-task and take initiative
- Strong computer skills - specifically proficiency in the Microsoft Office Platform
- Detail-oriented, yet adaptable, action-oriented, and creative/innovative
- Possess patience, flexibility and the ability to work effectively in collaboration with diverse groups of people
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed

Required Education and/or Experience

- Four-year college degree plus a minimum of 3-5 years of professional experience or equivalent combination
- Working knowledge of the hunter/jumper horse competition environment helpful, but not necessarily required

Computer and Office Machine Skills

Has proficient knowledge of Windows operating systems, Microsoft Office Suite, Word and Excel. Ability to effectively use the internet for research. Understanding of basic PC concepts (files, file paths, copying and pasting, deleting and moving files) and common office machinery to include but not limited to adding machine, calculator, telephone, fax, copier, scanner, postal machine.

Certificates, Licenses, Registrations

Possess and maintain a valid driver's license with no restrictions.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel and talk or hear. The employee is occasionally required to stand; walk; reach with hands and arms. The employee must frequently lift and/or move items ranging in weight. While performing the duties of this job, the employee is required to travel by air or automobile. Specific vision abilities required by this job include close vision, distance vision, depth perception and ability to adjust focus.

Work Environment

The noise level in the work environment is usually moderate.