Colorado Public Radio
Web Developer Job Description (June 2018)

Position: **Web Developer**
Reports To: **Director of Digital Platforms**
FLSA Status: Full time, Exempt
Department: Digital Platforms

Summary:
Colorado Public Radio is looking for a Web Developer (front-end and back-end development in a WordPress environment) who believes in the mission, power and potential of public media and will thrive in an environment where curious, creative people can do meaningful work. Responsibilities include developing, testing, deploying, maintaining and expanding the technologies that power our user-centered website and will also support evolving digital technologies such as smart speaker skills and mobile applications.

Essential Duties and Responsibilities:

- Keep the website running smoothly and improving systems, plugins and APIs to meet CPR's need for usability, speed and security.
- Perform regular WordPress site maintenance including systemic updating of WordPress core files, plugins, and themes.
- Maintain integrations with 3rd party systems and APIs (Google Analytics, DFP, NPR APIs) as well as internal APIs (eMembership, Playlists).
- Test new web releases for bugs (quality assurance) and recommend or implement fixes.
- Respond to bugs, outages and other emergencies.
- Manage and maintain existing web hosting environment and technical aspects of the CMS.
- Maintain up-to-date technical documentation using consistent and reusable practices.
- Tuning pages for easy integrations with social media, email newsletters, Google AMP.
- Independently assess issues, troubleshoot problems, look for areas of improvement with existing and new applications.
- Work closely with Programming teams (News, Classical, OpenAir) on special digital projects or presentations, new features or functionalities. Translate editorial and business goals into sustainable applications and infrastructure.
- Assist in updating our iOS and Android apps working with outside app vendors as needed.
- Develop smart speaker skills and other voice-search technologies.
- Stay abreast of the latest programming, software, and system administration trends and opportunities.

Core Competencies:

- **Change/Adaptability/Flexibility:** Adapts to change that benefits CPR, is open to new ideas, takes on new responsibilities, handles pressure, adjusts plans to meet changing needs.

- **Communication:** Communicates well both verbally and in writing, promptly shares information and ideas with others throughout the organization as appropriate, has active listening skills, can

negotiate and persuade as needed.

- **Results Focus/Initiative:** Targets and achieves results, sets challenging goals, prioritizes tasks, overcomes obstacles, accepts accountability, sets high standards and takes responsibility, provides leadership/motivation.

- **Collaboration:** Working collaboratively with others to solve problems, achieve common goals and positive results. Listens to others and values opinions. Is open with other team members and expresses disagreement constructively. Seeks opportunities to work on teams as a means to develop experience and knowledge.

Knowledge and Competencies:

- 4 year college degree in Computer Science or related field, or 4 years of real world experience.
- Experience in web coding (PHP, Javascript, HTML5, CSS3, MySQL, Python, JSON) and site performance tuning and testing.
- Experience implementing third-party API Integrations (preferably in a Wordpress environment).
- Proficiency in building and updating APIs, debugging plugin compatibility issues.
- Strong proficiency in WordPress CMS, WP file structure, custom post types/taxonomies with WordPress Framework, and WordPress REST API.
- Familiar with modern JavaScript libraries and frameworks (React, Redux).
- Experience with Google Analytics, specifically goal setting, event tracking, Ecommerce tracking.
- Understanding of SEO best practices.
- Understanding of social media and newsletter best practices.
- Basic photoshop skills and understanding of UX and UI principles.
- Knowledge or experience with news/publishing/media/music organizations ideal.