

Job Title:	AI Software Developer	FLSA Status:	Exempt
Department:	ITS	Reports To:	Director of ITS

Summary

The AI Software Developer works with the Lead Developer and Software Architect to design, build, and support AI and software solutions across the organization. This role develops reliable applications, AI platforms, and automation solutions that improve efficiency and support business needs.

Essential Responsibilities:

Leadership and Mentoring:

- Provide technical support and guidance to developers.
- Promote teamwork and knowledge sharing.
- Support discussions and decisions related to AI design, best practices, system performance, and responsible development.

Design and Development:

- Design, build, and maintain AI applications that integrate Large Language Models (LLMs) into business workflows.
- Set up logging and monitoring to track application and AI performance.
- Develop and maintain backend services, APIs, databases, and integrations.
- Build and support automation and AI solutions using Azure AI Foundry, including Foundry workflows, AI hubs, models, and datasets.
- Create solutions that reduce manual work and improve efficiency.
- Coordinate requirements, timelines, and issue resolution across projects.
- Work independently and as part of a development team.
- Maintain and improve application features, architecture, and frameworks.
- Research and implement development tools and technologies as needed.

Code Quality, Testing, and Troubleshooting:

- Review and improve code for quality, performance, security and maintainability.
- Test software, identify issues, and troubleshoot problems.
- Create and maintain unit tests for application features, and business rules.

Documentation:

- Create and maintain technical documentation, including developer guides.

Collaboration and Communication:

- Work with developers, stakeholders, and other teams.
- Coordinate with development, testing, and operations teams throughout the lifecycle.
- Work closely with the Lead Developer and Software Architect on needs.

Problem Solving and Technology Planning:

- Develop scalable and reliable solutions that improve system performance and user experience.
 - Help evaluate and recommend tools, and technologies that support business needs.
 - Contribute to long-term technology and architecture decisions.
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Minimum Qualifications

- Bachelor's degree in Computer Science, Software Engineering, or a related field. Equivalent education and experience will be considered.
- 4 to 5 years of experience as an AI Software Engineer or in a similar role Azure OpenAI or similar enterprise AI platforms.
- 1 to 2 years of experience with LLM evaluation/testing, API integration, Azure OpenAI or similar enterprise AI platforms.
- Experience with developing in Python and C#.
- Experience with REST API, web services and backend applications.
- Experience implementing human-in-the-loop AI workflows.
- Experience writing queries using MySQL, SQL Server, or similar databases.
- Experience with CI/CD pipelines.
- Experience with RAG solutions, prompt engineering, and multi-model AI systems.
- Strong written and verbal communication skills.

Advanced/Expert-level knowledge of:

- JavaScript
- React and Redux
- TypeScript
- ASP.NET
- Microsoft Visual Studio
- GitHub
- Bitbucket
- Git
- JetBrains .NET and Visual Studio tools
- jQuery
- XML
- SQL Server 2012 or newer
- Atlassian Suite (Confluence, Jira)
- SQL Server Analysis Services (SSAS)
- MySQL (MySQL Database)

Desirable Qualifications

- Experience in the Surplus Lines or insurance industry.
- At least 1 year of experience leading or mentoring a development team in the AI field.

Disclaimer

This job description provides a general overview of the responsibilities, duties, and skills required for this position. It is not intended to include every responsibility or duty. Additional duties may be assigned, and management may modify this job description as needed.
