Software Developer

EMPOWERING INDEPENDENCE

Primary Function

Vispero is the world leader in the development of assistive technology solutions and accessibility products and services, with a commitment to providing innovative products and services that enhance the independence and quality of life for individuals who are blind, low vision, or have other disabilities. Our solutions include screen readers, magnification software, accessibility testing tools and accessibility services, serving educational, corporate, and consumer markets globally. At the heart of our mission is the belief that everyone deserves equal access to the digital world.

The ideal candidate is a self-starter who is diligent and quality-oriented while being able to meet target dates. You must be able to work independently, as well as collaboratively in an agile team-oriented environment.

Scope of Work

We are looking for an early-career Software Developer who isn't afraid to use AI-assisted tools to accelerate learning, coding, and delivery in a fast-paced, rapid development environment. This is a great opportunity for a developer building a foundation in object-oriented programming, with a commitment to writing clean, maintainable code. The candidate should have developing problem-solving skills and a willingness to learn troubleshooting techniques and debugging tools, growing quickly with the support of AI-assisted development tools and an experienced team.

The ideal candidate uses Braille in their daily activities and brings a genuine interest in Braille accessibility, along with the potential to grow their skills in Braille concepts from a screen reading perspective. They are eager to build technical knowledge of Braille tools and technologies, combining lived experience with a passion for enhancing the Braille user experience.

Our software developers have an active role in every stage of the software development life cycle, designing, implementing, maintaining, and improving technologies that positively impact the quality of life for blind and low vision individuals.

Duties include:

- Consults with others to gather information about program intent, using that information to design and implement new product features.
- Writes and maintains documentation of acceptance criteria, designs and changes to software.
- Codifies necessary changes in software to provide required functionality.
- Creates tests to find errors and confirm the software meets specifications.
- Analyzes code to find causes of errors and revises programs.
- Provides and requests peer review in a collaborative code authoring environment.
- Reviews user and technical documentation written by others to confirm consistency with program operations.
- Reviews program for correction, enhancements, or system environment changes.
- Modifies and maintains software programs written by others.

Required Knowledge/Skills/Abilities

Education and/or Experience:

- Bachelor's degree in Computer Science, Computer Engineering, or equivalent; 0-2 years of related experience, with internships, academic projects, or relevant coursework welcomed in place of professional experience for this entry-level position.
- Conversationally fluent in English; ability to read and write fluently in English.

Essential Skills:

- Foundational understanding of Object-Oriented Programming (OOP)
- Exposure to C#/.NET and/or C++, with eagerness to grow proficiency
- Developing skills in writing and debugging code
- Ability to learn and efficiently utilize new programming languages and tools quickly
- Interest in application development, ideally Windows applications
- Growing proficiency with engineering IDEs and version control tools
- Comfortable using AI-assisted development tools (e.g., GitHub Copilot, ChatGPT, Claude) to accelerate coding and learning in a fast-paced, rapid development environment
- Daily personal use of Braille
- Genuine interest in Braille accessibility, with potential to grow skills in Computer Braille, Literary Braille (Grade 1 & 2), and Braille screen reading concepts

Competency Statement(s)

Analytical Skills:	Ability to use thinking and reasoning to solve a problem
Communication:	Ability to communicate effectively with others via email, Skype, Teams, phone and in-person
Self-Motivated:	Ability to be internally inspired to perform a task to the best of one's ability using his or her own drive or initiative
Detail-Oriented:	Ability to pay attention to the minute details of a project or task
Accountability:	Ability to accept responsibility and account for his/her actions
Teamwork:	Collaborates well and interacts with others professionally

Physical Requirements

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

The above statements are intended to describe the general nature and level of work being performed by the person assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, skills, and physical demands required of personnel so classified.