### Software Engineer Family

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Software Engineer, Assoc</th>
<th>Software Engineer</th>
<th>Sr, Software Engineer</th>
<th>Principal Software Engineer</th>
<th>Mgr, Software Engineering</th>
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</thead>
<tbody>
<tr>
<td>Job Code</td>
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<td>MC0070</td>
<td>MC0075</td>
<td>MC0079</td>
<td>MC0085</td>
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<td>Pay Grade</td>
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### Position Summary
- **Software Engineer, Assoc**: This role is responsible for all phases of applications development. This role assists with analysis of user needs, software and database design, programming and life cycle development of all business and clinical applications.
- **Software Engineer**: This role is responsible for all phases of the applications development. This role assists with analysis of user needs, software and database design, programming and life cycle development of all business and clinical applications.
- **Sr, Software Engineer**: This role is responsible for all phases of the applications development. This role assists with analysis of user needs, software and database design, programming and life cycle development of all business and clinical applications.
- **Principal Software Engineer**: This role is responsible for all phases of the applications development. This role assists with analysis of user needs, software and database design, programming and life cycle development of all business and clinical applications.
- **Mgr, Software Engineering**: This role is responsible for providing technical leadership and mentoring a team of 10+ engineers.

### Essential Functions /Scope
- **Software Engineer, Assoc**: Participate in code reviews, support business processes, and assist in problem analysis and consultation.
- **Software Engineer**: Work independently within guidelines, provide technical consulting on complex projects, establish equipment capacities, initiate testing and debugging efforts.
- **Sr, Software Engineer**: Ensure quality control through testing and debugging software for accuracy, completeness, and system integrity.
- **Principal Software Engineer**: Interact effectively and professionally with users, customers, vendors, and management to ensure delivery.

### Required Qualifications
- **Software Engineer, Assoc**: Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience.
- **Software Engineer**: Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience.
- **Sr, Software Engineer**: Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience.
- **Principal Software Engineer**: Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience.
- **Mgr, Software Engineering**: Bachelor's degree in Computer Science, Information Management Systems, a related field or equivalent experience.

### FLSA Status
- **Software Engineer, Assoc**: Exempt
- **Software Engineer**: Exempt
- **Sr, Software Engineer**: Exempt
- **Principal Software Engineer**: Exempt
- **Mgr, Software Engineering**: Exempt

### Promotional Process
- **Software Engineer, Assoc**: Requisition or In-family Promotion
- **Software Engineer**: Requisition or In-family Promotion
- **Sr, Software Engineer**: Requisition or In-family Promotion
- **Principal Software Engineer**: Requisition or In-family Promotion
- **Mgr, Software Engineering**: Requisition or In-family Promotion

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