

## Application Developer (Level 1)

Collective Data is seeking an Application Developer (Level 1) who will build and configure customer applications on our Collective Data low-code platform. This role focuses on configuring objects, fields, views, dashboards, reports, and imports to match how each customer runs their business, supported by SQL for data work and troubleshooting. Application changes are made through our configuration system, not by writing application code. This is an entry-level position; we will teach you the platform and the domain.

### Essential Duties and Responsibilities:

- Configure customer applications, including objects, fields, views, dashboards, reports, and imports, to match each customer's business processes.
- Write SQL scripts to investigate issues, fix data problems, and pull data for requests from project managers, business analysts, and the help desk.
- Build data migrations using SQL scripts and platform imports (from CSV or directly from a customer database) to move legacy data into the system for new customers.
- Run version upgrades by writing the SQL needed to move customers from older versions of the software on to newer ones.
- Troubleshoot issues escalated by the help desk and adjust configurations or data as needed.
- Join customer meetings when called on to explain configurations, demo your work, or help diagnose issues in real time.
- Work from written requirements provided by a project manager or business analyst.

### Knowledge, Skills, and Abilities:

- Willingness to learn the Collective Data platform and the fleet, asset, and inventory management domain.
- Logical, methodical thinker who enjoys puzzles and investigating questions like "why is this data wrong?"
- Comfort working from written requirements handed off by a project manager or business analyst.
- Professional and comfortable in customer-facing meetings when called on, able to explain technical work in plain language.
- Some exposure to SQL, even from a class, bootcamp, or side project.

- Some hands-on experience with at least one programming language, such as Python, JavaScript, or VBA.
- Some exposure to a no-code or low-code tool such as Microsoft Power Apps, Power Automate, Microsoft Access, Zapier, or Airtable.
- Attention to detail and patience with messy data.

### Preferred Skills:

- Degree in MIS, Computer Science, business analytics, or a related field, or equivalent experience.
- Internship or project experience with databases, data cleanup, or application building.
- Experience with a ticketing or work management system such as Azure DevOps (ADO) or Jira.
- Experience with a frontend framework such as Angular or React.
- Familiarity with TypeScript, which is used heavily on the core platform.
- Exposure to an object-oriented language such as C++ or Java.
- Basic DevOps awareness: CI/CD, build pipelines, or deployment automation.
- Basic cloud exposure: AWS, Azure, GCP, or any hands-on cloud infrastructure work.
- Basic security awareness: secure development practices, access control, or platform security.
- Experience gathering or writing requirements.

### Growth Opportunities:

This role is a launchpad. Depending on your strengths and interests, Application Developers at Collective Data typically grow in one of several directions:

- **Software Engineer (Core Platform).** If you have or develop strong programming skills, you can move onto our core engineering team and help build the low-code platform itself, writing Angular, TypeScript, and C++ to expand what the platform can do for every customer. Application development experience is a significant advantage on that path because you already understand how customers use the product.
- **Onboarding Solution Consultant/Project Manager.** If you find yourself drawn to the requirements-gathering side and enjoy working through problems with stakeholders, the Onboarding Solution Consultant/Project Manager path lets you work directly with customers to scope and design solutions before they are built.
- **DevOps, Cloud Infrastructure, or Platform Security.** If you gravitate toward infrastructure, deployment, automation, or security, there is a path onto our platform operations side, keeping our cloud environment running, secure, and scalable for every customer.



All three paths benefit from time spent as an Application Developer first. You will know the product, the data, and the domain.

## Who is Collective Data?

Collective Data is a leading provider of Fleet Management and Asset Management software for both the public and private sectors. Our mission is to empower organizations with intelligent software solutions that help streamline operations, reduce costs, and improve efficiency.

## Why Join Us?

At Collective Data, we value innovation, collaboration, and the personal growth of our employees. We offer a competitive salary and benefits package, flexible work arrangements, and an environment where your input is valued and encouraged.

Interested in making a difference with Collective Data? Please submit your resume and cover letter detailing your relevant experience to [careers@collectivedata.com](mailto:careers@collectivedata.com)

*Collective Data is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, or protected veteran status and will not be discriminated against on the basis of disability.*

