



Junior Programmer

We are seeking a motivated and detail-oriented Junior Programmer to join our development team. This role is ideal for someone early in their programming career who is eager to build real-world experience, contribute to meaningful projects, and grow within a collaborative environment.

The Junior Programmer will assist in designing, developing, testing, and maintaining software applications while working closely with senior team members to ensure quality and efficiency.

Pay Range: \$60,000 – 80,000 per year

Primary Responsibilities:

- Assist with programming, testing and debugging of proprietary client-server application
- Write clean, maintainable, and efficient code
- Participate in code reviews and team meetings
- Maintain and update existing systems as needed
- Follow established development standards and best practices
- Perform other related duties as assigned
- Able to maintain regular and consistent attendance at the Firm's primary worksite and other worksites that may be assigned.

Qualifications and Requirements:

- **Education:** Bachelor's degree in Computer Science, Information Technology, or related field (or equivalent experience)
- **Experience:** 0–4 years of programming experience (internships included)
- **Computer Skills:** Experience with SQLServer database and SQL Scripts, knowledgeable in object-oriented programming (e.g., Python)
- **Travel:** Less than 5% of the time

Great work environment and attractive benefits package including health, dental, vision, disability, and life insurance, 401(k) Plan, paid holidays, paid volunteer time off, and generous paid time off (PTO) policy.

KWA IS AN EQUAL OPPORTUNITY EMPLOYER: Applicants are considered for positions without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age, disability, veteran status, or any other consideration made unlawful by applicable federal, state or local law.