Job Description

Job Title:	Full Stack Developer
Department / Location:	Engineering – Applications & Development
Reports to (Job Title):	Manager of Applications & Development
Prepared by:	Matt Misera
Date of Submission:	November 2025
HR Contact:	Nicole Gianvito

About Us

RedZone Robotics provides innovative and customized asset management solutions for underground infrastructure by delivering data-driven insights utilizing advanced robotics platforms, leveraging AI predictive tools and software to empower industry experts in making proactive decisions. RedZone Robotics believes that what lies underground directly affects the communities that live above. Our process, from inspection to data delivery, is guided by the belief we all deserve a safe place to live, work, play, and grow old.

If you are interested in a friendly, cooperative, and exciting corporate environment where you will be continually challenged and opportunities abound, RedZone Robotics is the place for you!

Learn more about us at www.redzone.com.

General Job Function

The Software Engineering team is responsible for the complete software life cycle of all internal tools and customer facing applications and services. These software systems include company workflow, data services, image processing and system visualization. RedZone provides a unique opportunity for software developers wherein your work will encompass everything from the robots to processing to customer presentation.

Duties and Responsibilities (in order of priority)

- Analyze, define, research, resolve, and communicate problems, challenges, and solutions
- Organize and prioritize multiple tasks in a fast-paced environment
- Provide excellent project documentation
- Initiative and ability to expand knowledge and skills to meet new development and domain specific challenges
- Research and recommend innovative approaches to enhance system performance
- Work well in cross-functional teams as well as independently
- Interact and communicate with non-technical users
- Perform other duties as assigned

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Education and Qualifications	
Education Level (Degree, Area of Study) – Minimum Requirement:	Bachelor's degree, with a major in Software Engineering or related field of study
Years of Experience (if applicable):	3-7 years' experience in Software Development (Full Stack)
Additional Experience:	
Professional Certifications:	

Skills and Competencies	
Technical	.Net Core, C#, SQL, OOP Programming concepts and methods, cloud architectures/deployment - Experience with React, VueJS, HTML, and CSS - Experience with other languages such as C#, Python, Go,C++ is a plus - DBA and/or development experience a plus - Cloud architectures and deployment strategies are a plus - Experience in the front and back-end user needs identification, task analysis, specification development, risk assessments, testing, verification, and validation - Strong conceptual and visual design skills - Experience with concepts such as Test-Driven Development and Clean Architecture are a plus
Communications	- Strong communication skills (written and verbal), ability to deliver message concisely and effectively - Strong propensity to listen and ask the right questions of customers and the organization - Being aware of others' reactions and understanding why they react as they do - Demonstrate strong proficiency in emotional intelligence – being able to maintain composure and communicate with tact in challenging situations
Teamwork & Collaboration	Ability to build and maintain interpersonal relationships, and influence at all levels of an organization. Developing constructive and cooperative working relationships with others

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Complex Problem Solving	and maintaining them over time. Proactively reach outside the primary area of responsibility to solve conflicts or issues. ● Capability to partner with company's leaders to understand & drive overall cross-functional and business needs. ● Experience working on an Agile development team is a plus ● Learn quickly, adapt easily to changing technology/circumstances, and apply change management skills appropriately ● Use creative planning and resource management skills to meet complex schedule, skills mix, cost, and personnel issues ● Support high peak resource demands proactively without compromising quality ● The ability to tell when something is wrong or is likely to go wrong ● Analyzing information and evaluating results to choose the best solution and solve problems ● Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts ● Ability to manage multiple tasks and prioritize work accordingly ● Self-motivated and proactive ● Demonstrated creative and critical thinking capabilities

Essential Functions

Check One   **Supervision**

√	No Supervisory Responsibility
☐	Team Leader (does not hire/fire or conduct PFP)
☐	Supervisor – Supervises small crew
☐	Manager
☐	Director and above

Check One   **Direction**

☐	Works independently
√	Under general guidance
☐	Under frequent direct guidance

Check One   **Independent Judgment / Level of Discretion**

☐	Little to none – constantly follows procedures and guidelines
☐	Moderate – follows rules with some discretion
√	Significant creative – within general guidelines

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Physical & Work Environment Requirements

This section covers any Americans with Disabilities Act requirements to perform the job. If the job requires lifting, bending, working with various equipment (including office) or any other physical demands, it should be noted in this section.

General Working Hours/Shift:

Hours of Work per Day: 8   **Shifts: 1**

Environments consisting of:

- Office environments   Percent of time indoors – 95%
                               Percent of time outdoors – 5%

Work activity consisting of:

- Work up to 8 hours per day – on average 8 hours, on average 5 days/week
- Work with others
- Work alone
- Stand up to 1 hour – on average 1 hour
- Sit up to 8 hours – on average 7 hours
- Lift up to 15 lbs.
- Use of hands for basic hand and power tools and handheld computer and telephone equipment

Work Materials Used/Protective Equipment Needed

Work Materials Used: Computer, telephone

Work postures consisting of:

Lifting	Bending	Crouching	Reaching
Sitting	Carrying	Driving	Speaking
	Pushing		

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Physical Requirements

Lifting		Occasionally (1-33%)
Sitting		Constantly (67-100%)
Standing		Occasionally (1-33%)
Walking		Occasionally (1-33%)
Bending		Occasionally (1-33%)
Carry		Occasionally (1-33%)
Pushing		Occasionally (1-33%)
Pulling		Occasionally (1-33%)
Crouching		Occasionally (1-33%)

Balancing		Not Applicable
Driving		Occasionally (1-33%)
Crawling		Not Applicable
Climbing		Occasionally (1-33%)
Kneeling		Occasionally (1-33%)
Reaching		Occasionally (1-33%)
Speaking		Frequently (34-66%)
Hearing		Frequently (34-66%)
Seeing		Constantly (67-100%)

Physical Tasks

Task Description	Typical Weight	Maximum Weight	Typical Distance	Frequency
Personal luggage	10 lbs.		Up to 50 yards	Occasionally
Materials and Information	10 lbs.		Up to 50 yards	Occasionally
Laptop	4 lbs.		Up to 50 yards	Frequently

Travel Requirements

Overall frequency of travel: Less than 10%

> Local travel (driving): **Less than 10%**

> In-country travel (flying): **Less than 10%**

> International (flying): **Less than 10%**