



## PROGRAMMER/FLASH DEVELOPER

**Position Type:** Full Time Salary Position

Bottom-Line Performance, Inc. (BLP) is a collaborative, team-based learning design company located in the Indianapolis area. The solutions we develop depend on what our clients need. To learn more about our clients and the type of projects we do, visit our web site at [www.bottomlineperformance.com](http://www.bottomlineperformance.com)

BLP offers a competitive salary and benefit package as well as a great environment in which to work. We are a **semi-virtual company** featuring home-based working arrangements that require a motivated self-starter who is able to work well independently.

The ideal candidate is experienced in object-oriented programming and ActionScript development. The candidate should also possess strong communication skills to interface with internal and external team members.

### Responsibilities

As a programmer/flash developer, you are responsible for Flash programming needs. Your role is to improve the process, flexibility and quality of our training solutions as you:

- Develop enabling tools that assist in the course development process.
- Research new technologies that will streamline development cycles and/or improve learning.
- Consult on technical needs, specifications, and platforms for online training projects.
- Propose technical solutions for course development, data tracking and implementation.
- Develop interactive activity templates in XML and ActionScript 2.0/3.0 for our various authoring tools.
- Develop simulations, custom animations, and other complex learning activities based on design specifications.
- Communicate with internal and external team members about technical solutions.

### Qualifications:

- A bachelor's degree in Computer Science or a relevant field is preferred.
- Expert-level ability to develop using ActionScript 2 and 3.
- Working knowledge of Adobe Creative Suite required. Knowledge of Air and Flex a plus.
- Proficiency in HTML, XML, Javascript, CSS, and Web technologies in general.
- Knowledge of .NET technologies, C++, XML, Visual Studio (Windows and Web-based), Web Services, database management, and object-oriented programming languages a plus

**How to apply:** Email your resume to [info@bottomlineperformance.com](mailto:info@bottomlineperformance.com). Candidates will be required to submit work samples and complete a programming assessment after the first interview.

**IMPORTANT: We cannot provide sponsorship to non-U.S. citizens.** Individual must already have legal status that enables them to work in the U.S. **In addition, employees are expected to reside in close enough proximity to our office location to travel to BLP offices as needed.** (In other words, this is not a position for those who are geographically distant from our offices.)

The *Right* learning solution.