

Software Developer

ZS Associates is a global management consulting firm that specializes in sales and marketing strategy, operations and execution. Established in 1983 by two professors at Northwestern's Kellogg Graduate School of Management, ZS is well known for our analytic and rigorous approach to problem solving as well as our software, which helps clients put our recommendations into practice. While ZS has a longstanding concentration in the pharmaceutical and healthcare industries, our work has expanded into many other industries that all have significant investments in sales and marketing.

The rapidly-expanding Software Development (SD) group at ZS is made up of approximately 50 bright, friendly and intense professionals. We work in two offices: ZS global headquarters in Evanston, IL, and Pune, India.

Explore Your Opportunities

Software Developers build shrink-wrapped and custom software tools that help our clients and consulting teams make multi-million dollar decisions. In close collaboration with project and client teams, Software Developers:

- Design and build software from the ground up
- Develop a deep understanding of the business issues that our software systems address
- Establish expertise in object-oriented design, user interface design, algorithms, web interfaces and quality assurance

Gain Responsibility

The Software Developer position exposes you to all aspects of software product development, from the earliest conceptual design to the final release. As you gain experience, your responsibilities expand to include design, project management and practice area development.

You will work on a variety of projects, strengthening both your software development skills and your business acumen. Our projects range from web-based tools for sales reps to high-end mapping applications to large-scale parallel optimization frameworks, so there is always something new to learn.

Read what some of our Software Developers have to say about their project experiences:

"One of my first roles was developing a backend for a new forecasting product. The task was significant, and I was surprised to be doing such critical work so early in my tenure. I believe that my sense of ownership developed quickly as a result of having that much responsibility. Luckily, I was provided plenty of support through mentoring and team feedback."

"While the work can be very complex and mentally demanding, the atmosphere is very relaxed. Everyone is very respectful and genuinely friendly, making it easy to openly discuss obstacles and solutions."

"As a Software Developer at ZS, there has never been a day when I haven't learned something new. The product development team emphasizes quality, so we weigh various problem solving options carefully. This, added to the expectation that we contribute best practices, makes working here a very satisfying experience."

Boost Your Growth

At ZS, SD project teams have a core of three or four developers, but some of our larger projects have contributions from almost everyone in the SD group. You will accelerate your own learning through your interactions with experienced team members.

Learn

While the most important learning occurs on-the-job, ZS is dedicated to developing your knowledge and potential through organized training. Upon joining, a New Employee Orientation provides you with background on the firm and typical project types, as well as training on ZS tools and resources. You will also have access to a mentor from the SD group who will be available to guide you through your first few months at ZS. Additional training sessions are offered continuously and on a just-in-time basis, with content ranging from broad business topics to specific technical instruction. ZS is recognized within the consulting industry as a leader in investing in and training its associates.

Advance

At ZS you will benefit from comprehensive and regular performance feedback from project managers and team members. You will be guided by a Professional Development Manager, but you are the architect of your career. ZS has a flat organizational structure, and advancement is determined by progression of skills and expertise, not tenure.



Realize Your Potential

Individual contribution, teamwork and collaboration are the cornerstones of success at ZS. We seek individuals with:

- Initiative and motivation
- Strong work ethic
- Teamwork skills
- Leadership potential
- Analytic problem solving skills
- Business sense
- Detail orientation
- Communication skills

ZS welcomes candidates across a range of degrees and backgrounds. Software Developers have degrees in computer science, the physical sciences, engineering or mathematics, to name a few. The common denominator in an SD's success is a history of achievement (in academics, open source software or elsewhere) and extensive software development experience.

you are...

a high performer,
inquisitive and creative,
genuine, down-to-earth and highly motivated.

you thrive on...

a hands-on, get-it-right approach to work,
analytic problem solving,
working in teams, and
a dynamic work environment.

you want...

challenging, engaging, difficult problems to solve,
to have an impact on your work environment, and
to like the people you work with.

You will find this and more at ZS.

Interested?

Find out more at www.zsassociates.com. Apply online at www.zsassociates.apply2jobs.com.
To apply, submit your application materials and complete our online assessment for the **Software Developer** position.

