Traditional job descriptions and specifications list the "typical" requirements for the role, including relevant work experience and the proper education.

However, they can be problematic. Not all great candidates have a relevant work history, and many lack the "expected" educational background, even when the relevant skills can be obtained through alternative paths. This means traditional job descriptions alone could be narrowing your talent pool.

A skills-based job description prioritizes and focuses on skills rather than asking for degrees and years of experience to help you access a broader audience and attract top talent. This is the aim of a skills-based job description.

This is a skills-based job posting example for a software developer. It puts skills and capabilities front and center and does not include any unnecessary obstacles that could discourage excellent candidates from applying. Moreover, it is presented in an inclusive and welcoming way to all potential candidates. You can use this as a template: Copy and paste the contents into a MS Word or Google Word file or edit it directly in Adobe Acrobat.

SKILLS-BASED JOB POSTING: SOFTWARE DEVELOPER

Job title: Software developer

Company Overview: *(Describe what makes your company unique and what it would be like to work for your company)*

Software developer job description: *(Please describe why the role is being filled and how it fits into the organization and the team.)*

We are currently seeking a Software Developer to join our development team. You will collaborate with our designers to create and modify general computer applications software or specialized utility programs to meet the needs of our clients.

Software developer job responsibilities

A brief overview of the key deliverables and day-to-day responsibilities of this role:

- Analyze and comprehend user and customer needs to create custom software solutions.
- Develop and maintain clean, efficient code according to specifications.
- Seamlessly integrate software components and third-party applications.
- Ensure the successful deployment and functionality of programs and systems.
- Regularly update and improve existing software for optimal performance.
- Create and manage technical documentation for user reference and reporting purposes.
- Work collaboratively with various stakeholders to understand and implement user requirements.
- Continuously ensure the maintenance and operational integrity of existing software.

Required skills

- Technical Documentation: Skilled in creating and updating clear, concise documentation for a varied audience, adhering to standard guidelines.
- User Requirements Identification: Proficient in using diverse methodologies to gather, analyze, and document user requirements for software solutions.
- Programming Expertise: Solid experience in software development, with a strong knowledge base in programming languages including C++, Java, and JavaScript.
- Engineering Principles Understanding: Familiarity with the software development lifecycle within an engineering context.
- Agile Methodologies: Experience in Agile development practices and principles.
- Test-Driven Development: Proficient in software design and development within a test-driven framework.
- Technology Proficiency: Familiar with various programming frameworks (e.g., AngularJS), version control systems (e.g., Git), and database management, including ORM frameworks (e.g., Hibernate).
- Continuous Learning: Demonstrated commitment to learning and adapting to new languages and technologies.
- Communication: Strong capability in clearly conveying technical concepts to a broad audience, including non-technical stakeholders, and effective participation in team collaboration and documentation.

- Problem-Solving: Efficient in identifying and resolving technical issues.
- Detail-Oriented: Meticulous attention to detail in all aspects of software development.
- Time Management: Proficient in managing complex projects, with the ability to prioritize tasks, set realistic goals, and handle multiple projects simultaneously.
- Patience & Perseverance: Ability to maintain a steady, methodical approach in complex and iterative development processes.

Preferred certifications *(Only add this if required - Select one or more and provide further detail. Delete the rest)*

- IBM Certified Specialist - Rational DOORS Next Generation
- Adobe Experience Manager Site Architect Master Certification
- Microsoft Certified: Azure Developer Associate
- Certified Software Development Professional

We are committed to creating a diverse and inclusive environment and encourage applicants from all backgrounds to apply.