



**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST**

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: www.gsadvantage.gov.

**ADVERTISING & INTEGRATED MARKETING SOLUTIONS (AIMS)
FSC Group 541**

Contract Number: **GS-23F-0324N**

For more information on ordering from Federal Supply Schedules, click on the FSS schedules button at www.gsa.gov/schedules-ordering.

Contract Period: **09/03/13** through **09/02/18**

Pricelist current through Modification # **PO-0018**, dated **09/04/2013**.

CONTRACTOR:	Threespot Media, LLC 3333 14 th Street NW Suite 300 Washington, DC 20010 Phone: 202-471-1000 Fax: 202-518-0425 www.threespot.com	Business Size:	Small
		Contract Administration:	William C. Barbot

CUSTOMER INFORMATION:

1a. Awarded Special Item Number(s):

Special Item Number (SIN)	Description	Pricing
541-5	Integrated Marketing Services	See Page 4
541-1000	Other Direct Costs	See Page 4
541-3	Web Based Marketing and Services	See Page 4
541-4F	Commercial Art and Graphic Design	See Page 4

- 1b. Identification of the lowest priced model number and lowest price for that model for each SIN: Not applicable.
- 2. Maximum Order: \$1,000,000
- 3. Minimum Order: \$100.00 or the lowest cost of one order
- 4. Geographic Coverage: 48 contiguous states, Alaska, Hawaii, Puerto Rico and Washington, DC; and to a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.



5. Point of Production: Threespot Media, LLC
3333 14th Street NW
Suite 300
Washington, DC 20010
6. Prices Shown Herein are Net (discount deducted)
7. Quantity Discount: None
8. Prompt Payment Terms: None
- 9a. Government Purchase Cards are accepted below the micropurchase threshold.
- 9b. Contact Threespot Media, LLC for acceptance of Government Purchase Cards above the micro-purchase threshold.
10. Foreign Items: None
- 11a. Time of Delivery: Threespot Media, LLC shall deliver or perform services in accordance with the terms negotiated in an agency's order. Threespot Media, LLC will not propose in excess of its standard commercial delivery or performance times to agencies without giving notice to the Ordering Officer of its intent to do so.
- 11b. Expedited Delivery: Not available
- 11c. Overnight/2-Day Delivery: Not available
- 11d. Urgent Requirements: Consult with Contractor
12. FOB Point: FOB Destination
13. Ordering Address: Threespot Media, LLC
Attention: William C. Barbot
3333 14th Street NW
Suite 300
Washington, DC 20010

Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address: Threespot Media, LLC
Attention: William C. Barbot
3333 14th Street NW
Suite 300
Washington, DC 20010
15. Warranty Provisions: Standard Warranty
16. Export Packing charges: Not applicable
17. Terms and conditions of Government Purchase Card Acceptance: Contact Threespot Media, LLC for terms and conditions of Government Purchase Card acceptance.



18. Terms and conditions of rental, maintenance, and repair: Not applicable
19. Terms and conditions of installation: Threespot Media, LLC shall deliver or perform services in accordance with the terms negotiated in an agency's order.
20. Terms and conditions of repair parts: Not applicable
21. List of service and distribution points: Not applicable
22. List of participating dealers: Not applicable
23. Preventive maintenance: Not applicable
24. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not applicable
25. DUNS Number: 168430267
26. Threespot Media, LLC is registered in the System for Award Management (SAM) database.



541-5
541-1000
541-3
541-4F

Integrated Marketing Services
Other Direct Costs
Web Based Marketing and Services
Commercial Art and Graphic Design

Labor Category Offered	GSA Hourly Rate Effective 06/23/11	GSA Daily Rate Effective 6/23/11
Account Manager	\$141.05	\$1,128.40
Creative Director	\$141.05	\$1,128.40
Art Director	\$141.05	\$1,128.40
Designer	\$141.05	\$1,128.40
Production Artist	\$141.05	\$1,128.40
Technical Director	\$141.05	\$1,128.40
Flash Developer	\$141.05	\$1,128.40
QA Specialist	\$141.05	\$1,128.40
Information Architect	\$141.05	\$1,128.40
Writer/Editor	\$141.05	\$1,128.40
Lead Strategist	\$141.05	\$1,128.40
Account Supervisor	\$141.05	\$1,128.40
Project Manager	\$141.05	\$1,128.40
Social Media Strategist	\$141.05	\$1,128.40
Business Analyst	\$141.05	\$1,128.40
Front-End Developer	\$141.05	\$1,128.40
Back-End Developer	\$141.05	\$1,128.40



LABOR CATEGORY DESCRIPTIONS

ACCOUNT MANAGER

DESCRIPTION

Threespot account managers arrive with several years of experience managing interactive Web development and communications development; many also have extensive creative backgrounds. They take projects from conception to delivery: from the initial stages of proposal development through planning, design exploration, development, quality assurance, and deployment phases. Most importantly, account managers are committed to cultivating lasting relationships with our client simply by being friendly, responsive, and extensively knowledgeable about the business of delivering outstanding strategic creative.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- BS/BA
- At least 5 years' experience in a account manager role, producing and/or creating strategic multimedia solutions
- Strong knowledge of design and programming technologies
- Working knowledge with all aspects of Web development
- Familiarity with compatibility and cross-platform issues related to the major browsers and operating systems
- Exceptional leadership, oral/written communication, budgeting, and scheduling skills
- Proven ability to initiate, establish, maintain and grow lasting client relationships
- Outstanding creativity, enthusiasm, sense of humor, and team spirit
- Ability to meet tough deadlines
- Commitment and professionalism

CREATIVE DIRECTOR

DESCRIPTION

Creative directors work to define creative strategies that achieve clients' business objectives and ensure their successful implementation. Through careful analysis of brand, positioning, competitive landscape, audience, and landscape, the creative director works to craft a creative solution and to lead the creative implementation of that solution. The resulting product – be it Web site, kiosk, print document, CDROM, or other media – must exceed client expectations and set world-class creative standards for the company.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- MA/MFA
- At least 8 years' producing/creating multimedia
- Proven creative director record
- Proven client relations and client management experience
- Ability to arrive at outstanding creative solutions quickly and to guide teams to implementation of those solutions
- Proven team relations and team management experience
- Strong leadership skills



- Strong written and oral communication skills
- Strong knowledge of design and programming technologies
- Working knowledge of all aspects of Web development
- Familiarity with compatibility and cross-platform issues related to the dominant browsers and operating systems
- Professional work habits, good organizational and estimating skills, sense of humor, and team spirit

ART DIRECTOR

DESCRIPTION

Art directors are tasked with realizing compelling creative and strategic design solutions. They work with the client to craft a creative vision within defined parameters and constraints and, subsequently, work with their design team to realize that vision. Art directors maintain a strong sense of contemporary design standards methods, and bring that knowledge to bear in their designs and the designs of their team.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- BFA
- At least 7 years' experience in a professional Web or print design role, producing and/or creating strategic multimedia solutions
- Strong knowledge of major design applications, especially Adobe Photoshop and Macromedia Flash
- Proven client relations and client management experience
- Proven team relations and team management experience
- Strong leadership skills
- Strong written and oral communication skills
- Ability to code and test HTML (required), advanced technological experience with JavaScript, DHTML and ActionScript (preferred)
- Excellent spoken, written, and visual communication and presentation skills
- Exceptional creativity, enthusiasm, sense of humor, team spirit, commitment, and professionalism
- Ability to meet tough deadlines and juggle multiple projects
- Working knowledge of other aspects of Web development and technologies as they relate to design and creating client-appropriate experiences
- Familiarity with compatibility and cross-platform issues related to the major browsers and operating systems

DESIGNER

DESCRIPTION

At Threespot, we rely on designers to wed creative vision to strategic solutions. Designers are involved from the very outset of a project, helping to shape Web sites and evolve client relationships, participating in key aesthetic and architectural decisions, and are tasked with infusing innovative design with substance to match our client's business requirements.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- BFA



- At least 3 years' experience in a professional Web or print design role, producing and/or creating strategic multimedia solutions
- Strong knowledge of major design applications, especially Adobe Photoshop and Macromedia Flash
- Ability to code and test HTML (required), advanced technological experience with JavaScript, DHTML and ActionScript (preferred)
- Excellent spoken, written, and visual communication and presentation skills
- Exceptional creativity, enthusiasm, sense of humor, team spirit, commitment, and professionalism
- Ability to meet tough deadlines and juggle multiple projects
- Working knowledge of other aspects of Web development and technologies as they relate to design and creating client-appropriate experiences
- Familiarity with compatibility and cross-platform issues related to the major browsers and operating systems

PRODUCTION ARTIST

DESCRIPTION

Production artists work closely with the creative and development teams to implement Web and print designs to specification. Production artists are also responsible for page layout, templated pages, and cut images for programming.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- BA/BS
- At least 3 years' experience in a professional Web or print production role, producing strategic multimedia solutions
- Strong knowledge of major design applications, especially Adobe Photoshop and Macromedia Flash
- Ability to code and test HTML (required), advanced technological experience with JavaScript, DHTML and ActionScript (preferred)
- Excellent spoken, written, and visual communication and presentation skills
- Exceptional creativity, enthusiasm, sense of humor, team spirit, commitment, and professionalism
- Ability to meet tough deadlines and juggle multiple projects
- Working knowledge of other aspects of Web development and technologies as they relate to design and creating client-appropriate experiences
- Familiarity with compatibility and cross-platform issues related to the major browsers and operating systems

TECHNICAL DIRECTOR

DESCRIPTION

The technical director serves as the dedicated lead on all client projects managed by Threespot as the technical manager of Threespot's current development team. S/he is tasked with overseeing all current and proposed client Web work, and managing client staging and production environments to prevent conflict and protect data sanctity.

The Technical Director will make recommendations on appropriate technical approaches to Internet initiatives by fulfilling the following needs:

- Provide a depth of experience in a variety of Web and Internet technologies, including: NT, Linux and UNIX operating systems; TCP/IP protocols (POP, IMAP, DNS, SMTP, etc); Apache, IIS and various other Web Servers; ColdFusion, ASP and various other middleware environments; Access, SQL/MSQL, and Oracle



databases; Security methods and procedures; Site traffic analysis, including WebTrends and SageMetrics; Solid familiarity with Java, CGI, Perl, C++ and other Internet-related programming languages.

- Rapidly acquire knowledge of clients' Internet services and how to implement and/or maintain them.
- Collaborate on the client's proposal process, to provide technical guidance and insight into recommended or appropriate technologies, both at the RFP development stage and during proposal review.
- Assess new standards, technologies and trends, and formulate strategies and plans for enhancing clients' online presence.
- Create and document best practices and standards, to which all clients' vendors must adhere, including: Quality Assurance standards, coding standards, search engine optimization standards, etc.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

- MS in Computer Science or related field
- At least 8 years' related experience and/or training or equivalent combination of education and experience
- A depth of experience in a variety of Web and Internet technologies, including: NT/Win2000/.NET, Linux, and UNIX operating systems/frameworks; TCP/IP protocols (POP, IMAP, DNS, SMTP, etc); IIS, Apache, and various other Web Servers; ColdFusion, ASP, ASP.NET, and various other middleware environments/platforms; Access, SQL/MSQL, and Oracle databases; Security methods and procedures; Site traffic analysis, including Webtrends; Solid familiarity with Java, CGI, Perl, C++/COM, C#, and other Internet-oriented programming languages
- Knowledge of current Threespot client sites and services, and how to implement and/or maintain them

FLASH DEVELOPER

DESCRIPTION

Flash developers work closely with designers and an entire creative team to create scalable and intuitive Flash user interfaces for Web sites, interactive activities, games, CDRoms, timelines, and other robust, media-rich, cross-platform mediums.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

- BFA
- At least 4 years' related experience and/or training or equivalent combination of education and experience
- A depth of experience in a variety of Macromedia Flash and other Internet applications
- Experience in a professional Web design role, producing and/or creating strategic multimedia solutions
- Excellent spoken, written, and visual communication and presentation skills
- Creativity, enthusiasm, sense of humor, team spirit, commitment, and professionalism
- Ability to meet tough deadlines and juggle multiple projects
- Working knowledge of other aspects of Web development and technologies as they relate to design and creating client-appropriate experiences
- Familiarity with compatibility and cross-platform issues related to the major browsers and operating systems

QA SPECIALIST

DESCRIPTION

Quality assurance specialists ensure that Threespot work performs optimally across all specified browsers and platforms and degrades gracefully for all other viewers. QA persons systematically establish performance standards, test all deliverables, and report on debugging needs during the delivery phase of the project.



EXPERIENCE, EDUCATION AND QUALIFICATIONS

- BS/BA
- At least 2 years' experience in programming medium to large Web sites with extensive knowledge of dHTML, JavaScript and CSS
- Professional experience with server-side scripting environments, such as ColdFusion, ASP, ASP.NET or JSP;
- Experience working with SQL databases and executing database queries;
- Thorough knowledge of current standards and browser/platform variance;
- Proficiency with a text-based HTML editor such as HomeSite or BBEdit;
- Strict attention to detail, and experience working in a graphic-design-intensive environment;
- Desire and ability to quickly learn new development platforms, tools and techniques;
- Professional, courteous and can do attitude.

INFORMATION ARCHITECT

DESCRIPTION

Intelligent architecture and navigation is the backbone of any information system; information architects establish and maintain that hierarchy. IA persons work closely with the client and strategic planners to define communications objectives and to ensure those requirements are achieved through a smart and scalable information framework.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- BA
- At least 4 years' experience information design, preferably for a multimedia field
- Thorough understanding of online narrative principles
- Strong knowledge of design and programming technologies
- Working knowledge with all aspects of Web development
- Familiarity with compatibility and cross-platform issues related to the major browsers and operating systems
- Exceptional leadership, oral/written communication, budgeting, and scheduling skills
- Proven ability to initiate, establish, maintain and grow lasting client relationships
- Outstanding creativity, enthusiasm, sense of humor, and team spirit
- Ability to meet tough deadlines
- Commitment and professionalism



WRITER/EDITOR

DESCRIPTION

Develops, directs and manages the editorial aspects of internal and external communications programs. Works closely with the client and strategic planners to define communications objectives and to ensure requirements are achieved. Creates a wide variety of written materials to promote public understanding of client programs and products. Determines content, tone and manner of communication in a high-demand, fast-paced environment. Develops concepts and writes copy for newsletters, press releases, brochures, direct mail pieces, print ads, and online delivery including Web site, intranet, extranet, CDROM and kiosk. Applies writing principles consistent with the product. Evaluates and edits copy as required.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- BA in writing-related field
- At least 4 years' experience writing/editing, preferably for a multimedia field
- Thorough understanding of online narrative principles
- Strong knowledge of design and programming technologies
- Working knowledge with all aspects of Web development
- Outstanding creativity, enthusiasm, sense of humor, and team spirit
- Ability to meet demanding deadlines
- Commitment and professionalism

LEAD STRATEGIST

DESCRIPTION

Lead strategists at Threespot work to define creative strategies that achieve clients' business objectives and ensure their successful implementation. Through careful analysis of brand, positioning, competitive landscape, audience, and landscape, strategists work to develop comprehensive solutions that will meet clients' long- and short-term goals.

EXPERIENCE, EDUCATION AND QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- BS/BA
- At least 5 years producing/creating multimedia
- Proven record developing strategic solutions
- Proven client relations and client management experience
- Proven team relations and team management experience
- Strong leadership skills
- Strong written and oral communication skills
- Strong knowledge of design and programming technologies
- Working knowledge of all aspects of Web development
- Familiarity with compatibility and cross-platform issues related to the dominant browsers and operating systems
- Ability to meet tough deadlines
- Professional work habits, good organizational and estimating skills, sense of humor, and team spirit



ACCOUNT SUPERVISOR

Description

Cultivating durable, satisfying, and creative client relationships is the priority of Threespot's Client Services department. The Threespot Account Supervisor (AS) is instrumental to this goal, working in collaboration with account directors to maintain client relationships, coordinate the activities of internal teams, and consistently communicate and manage project goals. They also work with multiple Project Managers across several projects on an account. The AS will develop a full understanding of the client's needs, including the client's business model, brand, business goals and objectives, online and offline communications priorities, and high-level budget and timeline. Likewise, the AS will understand and uphold Threespot's strategic, creative, and financial objectives. In short, the Account Supervisor is a bridge between internal Threespot teams and the client.

Experience, Education, and Qualifications

- Minimum 3 years' experience in an account executive or client relationship manager role, preferably in digital design, advertising/marketing, strategic communications, public affairs, or similar agency setting.
- Working knowledge of all aspects of interactive development, including graphic design, information architecture and feature set definition, content strategy and development, and programming technologies is extremely important.
- Proven ability to develop and manage project plans.
- Excellent verbal, written, and interpersonal communication and presentation skills (writing samples are required).
- Outstanding confidence, commitment, professionalism, enthusiasm, and flexibility.

Responsibilities

- With the Account Manager, own the strategic and business relationship with the client.
- Work with clients and internal teams to understand and document business and creative objectives, and maintain a full understanding of the client's short- and long-term goals, needs, and objectives.
- Actively ensure client and team satisfaction.
- Embody the Threespot brand in all interactions with client and client-side stakeholders.
- Maintain a broad understanding of current and emerging best practices in the realm of digital communications to meet the evolving demands of high profile clients.
- Work with account directors to build effective teams, and with project managers to identify risks and help resolve problems.
- Provide project managers the guidance and information needed for them to develop project scopes and statements of work.
- Provide Threespot's project teams with insight, access, and information, so that they can own their respective pieces of the client's projects and relationships, and understand the business, creative, and technical contexts of the project.
- Support team morale and enthusiasm for the client and our work.
- Observe project teams to ensure projects adhere to strategic goals, design guidelines, technical requirements and scope; engage when necessary, and escalate to department heads and company founders as needed to keep client and Threespot teams on track.
- Embody and champion the Threespot brand in all interactions.

PROJECT MANAGER

Description

Threespot Project Managers (PMs) are responsible for successfully managing projects that primarily involve website and web-based application design and development. PMs work directly with both client and internal teams by handling the day-to-day management and communication on projects, ensuring that they stay on schedule and on budget. PMs must be able to work independently on multiple projects and must also be able to identify potential



project risk areas through collaboration with account, technical, and creative teams before projects reach crisis mode.

Experience, Education, and Qualifications

- 3-4 years in a project management role, producing and/or creating strategic interactive online solutions.
- Strong knowledge of the creative process.
- Working knowledge of web development technologies.
- 2-3 years' experience with Microsoft Project.
- Proven ability to cultivate lasting client and team relationships.
- Excellent verbal, written, resource planning, scheduling, and presentation skills.
- Outstanding commitment, professionalism, leadership, enthusiasm, flexibility, sense of humor, and team spirit.
- Experience working in a creative agency is a very strong plus.

Responsibilities

- Build and manage plans and budgets for projects ranging from quick-turnaround interactives to large-scale, multi-year website development projects.
- Monitor and manage projects from day to day, week to week, phase to phase, and project to project.
- Manage and build client relationships on a project level.
- Support cross-functional teams, including user experience specialists, designers, and developers.
- Regularly communicate with project teams and clients.
- Work with other PMs to follow established and improve existing processes.
- Cultivate and maintain enthusiasm for Threespot work among both client and internal teams.
- Innovate. Challenge business-as-usual with new ideas, practices, and perspectives.
- Embody and champion the Threespot brand in all interactions with clients and teams.
- Deliver stellar, world-class creative work on time and on budget.

SOCIAL MEDIA STRATEGIST

Description

A Threespot Social Media Strategist serves as a critical consultant working in close collaboration with Account Managers and UX Leads to research, measure, and define social media communications strategies for clients. The Social Media Strategist will also serve as an advisor for the implementation of those strategies, as well as the integration of social components into clients' web properties.

Experience, Education, and Qualifications

- At least four years of progressive work experience in interactive marketing.
- Effective communicator with excellent written and verbal communication skills.
- Highly motivated, extremely organized and detail-oriented.
- In-depth knowledge of both standard and cutting-edge social media tools, Search Engine Optimization, and analytics.

Responsibilities

- Recommend, develop, and execute integrated social media strategies for clients, tying together various social media assets.
- Develop measures and reports to assess the return on engagement for client social media efforts.
- Develop detailed recommendations for the integration of social media elements into Threespot-developed web presences



BUSINESS ANALYST

Description

A Threespot Business Analyst (BA) is a crucial part of large project teams. A business analyst is both a client- and internal-facing role; they are expected to learn a client's processes and systems with regarding to ongoing and future projects and use this knowledge to assist the internal Threespot project team. With this knowledge of the client's state and strategic goals, they may also be a valuable asset to Client Services in guiding project plans and approaches.

Experience, Education, and Qualifications

- 3-4 years in a business analysis role, defining user interactions within strategic online solutions.
- Strong knowledge of the creative process.
- Working knowledge of web design and development technologies.
- Excellent verbal, written, resource planning, scheduling, and presentation skills.
- Outstanding commitment, professionalism, leadership, enthusiasm, flexibility, sense of humor, and team spirit.
- Experience working in a creative agency is a very strong plus.

Responsibilities

- A business analyst ensures that the business logic for a Threespot-proposed solution is well-documented.
- Alongside the UX Lead and Technical Lead, a business analyst helps verify that a proposed solution supports the client's strategic goals.
- After initial discovery phases, a business analysts act as a resource for UX and Technical Leads and is expected to assist with system research, client information gathering and recordation, as well as solution documentation (including but not limited to Functional Specifications and Functional Requirements, while only occasionally doing Content Type Specifications and Page Level Specifications as necessary).
- The business analyst's function on large project teams is to ensure that the business constraints are identified, the business logic is documented, and the ramifications are communicated clearly and effectively to the entire project team.

FRONT-END DEVELOPER

Description

Threespot Front-End Developers are responsible for the production and testing of website and application interfaces. They create cross-browser solutions that separate structure, presentation, and behavior using semantic markup, CSS, and unobtrusive JavaScript. Additionally, they are well-versed in techniques for building to accessibility standards (W3C WCAG, Section 508). They frequently produce front-end code for integration into larger software applications. Front-end Developers are dedicated to producing high-quality, elegant solutions that meet or exceed client requirements and expectations. They are professional, detail-oriented, courteous, wildly creative, and possess excellent verbal and written skills.

Experience, Education, and Qualifications

- Experience working in a deadline-driven, technology-agnostic, and design-focused environment.
- Experience with development technologies (PHP, Python, C#, ASP.NET, Actionscript 3, or ColdFusion), basic data mining (JSON, XML, open APIs), and development of popular blog/CMS frameworks (WordPress, Drupal, etc.).
- Experience using version control systems (Git, Subversion, etc.) individually or in a team setting.



Responsibilities

- Produces clean, error-free, well-documented, and standards-compliant front-end solutions.
- Demonstrates strong working knowledge of (X)HTML, CSS, semantic layout techniques, JavaScript, and JavaScript frameworks (jQuery, prototype).
- Demonstrates versatility and efficiency using Photoshop for web production (guides, asset management, optimization strategies).
- Carries Designers' aesthetic vision faithfully to a working interactive state using semantic markup and CSS solutions that render properly in required browsers.
- Interacts with Back-End Developers to provide front-end code for integration into applications.
- When necessary, interacts with the client to determine technical requirements and goals and to explain technical approach.
- Works closely alongside Information Architects and Designers, advising on the technical viability of both feature functionality and interface designs.
- Estimates required level of effort on own behalf.

BACK-END DEVELOPER

Description

Threespot Back-End Developers are responsible for the development, testing, and documentation of web-based software and technical solutions. They work as a member of a development team, sometimes functioning as the Technical Lead. Back-End Developers may also be responsible for requirements gathering, application design, architecture, specifications documentation, and integration of front-end code into software applications. Since our process at Threespot is collaborative, Back-End Developers work with colleagues in developing project estimates, project scope, application requirements, use cases, test cases, and in performing user acceptance testing prior to delivery.

Experience, Education, and Qualifications

- Strong working knowledge of at least one of the following: PHP, Python, Ruby, C#, ASP.NET, Actionscript 3, or ColdFusion.
- Experience designing and developing with at least one of the following: MySQL, PostgreSQL, Microsoft SQL Server, or Oracle.
- Strong working knowledge of application architecture and deployment, design patterns, and development methodologies/frameworks.
- Exceptional problem-solving and troubleshooting skills.
- Experience with HTML/CSS and JavaScript (raw JS, jQuery, YUI, etc.).
- Experience with open-source frameworks/content management systems (Drupal, Django, Ruby on Rails, CakePHP, WordPress, Sitecore, Ektron, etc.).
- Experience developing for mobile/handheld platforms (Objective-C, Cocoa Touch).
- Experience with social networking applications, APIs, and mashups.
- Familiarity with installation and administration of Linux and various software stacks (LAMP, nginx).

Responsibilities

- Works closely alongside Information Architects and Designers, advising on the technical viability of both feature functionality and interface designs.
- Proposes and produces intelligent, efficient, clean, error-free, and well-documented technical solutions.
- Collaborates with colleagues to define user interaction, functionality, and system requirements.
- When necessary, interacts with the client to determine technical requirements and goals and to explain technical approach.