



Job Description: Senior Flash Developer
Status: Full Time
Location: Amsterdam, The Netherlands

About Spotzer Media Group

Spotzer is the first global advertising agency dedicated to making high quality video advertising fast, affordable and highly targeted. www.spotzer.com.

We offer a remarkably affordable online library of creative, ready-to-air commercials produced by industry-leading professionals from around the world.

We also help our clients plan and buy video spots across multiple advertising media, including television, the web, and out of home TV (location specific, narrowcast networks). We use the latest technologies for targeting advertising to limited geographic areas and well defined demographic audiences. This helps our clients better target their customers and brings efficiency and cost-effectiveness to their video advertising.

By following our 3-step process, our clients can:

1. Purchase rights to use one of our pre-produced commercials with a degree of exclusivity that matches their specific needs and budget.
2. Personalize a selected commercial with a their logo, pictures, slogans and contact information.
3. Develop highly targeted media plans based on their specific objectives, audience and budget.

Spotzer levels the playing field by giving businesses more affordable marketing weapons to quickly respond to competitors and the changing needs of their customers. And we back up our process with robust account management and customer service teams to help ensure the success of our client's media campaign.

Position overview:

The **Senior Flash Developer** will assist in the development of the front and back-end systems efforts, with a particular focus on Flash web and video development.

Responsibilities include:

Responsibilities of this position include but are not limited to:

- o Work with creative directors, video and sound producers, developers, architects, QA, system engineers and product managers in developing applications.
- o Develop and build applications in Flash CS3 and Action Script 2.0 and 3.0.
- o Understand and gather requirements. Create technical designs and document all system changes.
- o Perform regular on-call duties
- o Perform unit/system and integration testing on own work and the work of others
- o Participate in Design and Code Reviews
- o Follow and enhance existing development processes
- o Measure and verify that new and old code has acceptable performance and scalability

- Consistently meet project deadlines.
- Performs other related duties as assigned.

Experience required:

The ideal candidate is someone with the following profile:

Qualifications and Experience

- Three (3) to five (5) years of Flash development experience.
- Extensive knowledge of Flash CS3, AS2 and AS3 is required.
- Understanding of OOP and examples to prove it.
- Up to date on Flash trends and best practices; Design patterns, Flex, FABridge, Apollo.
- Experience on integration with web technologies such as XML, JSON, Javascript, Web Services, ASP, NET.
- Development or customization of authoring-efficiency tools (Flash-based WYSIWYG tools to author XML-based content) using Flash, and xml technologies.
- Knowledge of Flash video development is required. Other video experience is a plus.
- Experience with optimizing design for various bandwidth and platform requirements.
- Two (2) plus years of collaborative development experience.
- Strong experience in all aspects of the software development lifecycle
- Team-oriented experience highly desired
- Superb attention to detail
- Knowledge of user-centered UI design, human factors, human-computer interaction, and usability highly desired.
- Very good oral and written communication skills

Education and Skills

- Bachelor's of fine Arts in Graphic Design, Multimedia, Interactive Design or degree in a related area.
- Good organizational and communication skills required.
- Prior international working experience preferred.
- Ability to assess problems and solve them with a strong sense of urgency.
- Ability to handle aggressive deadlines and juggle multiple responsibilities.
- Analytical and creative thinker.
- Client-oriented (internal and external).
- Good English language skills (speaking and writing) are essential.

Spotzer has an international working environment and we value international work experience and language skills.

Spotzer Media Group is an equal opportunity employer and offers competitive compensation and benefits.

If you are interested in joining a winning team and believe you could make a difference to our business please e-mail your resume and a short letter of introduction for confidential consideration to jobs@spotzer.com.