

Job Description

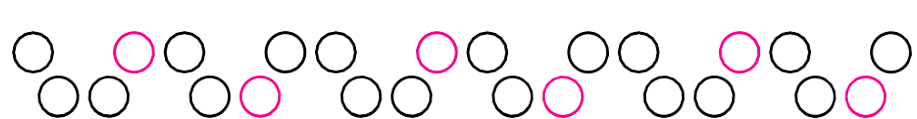
Software Architect, API P3

Summary/objective

The Software Architect for the API Team is a hands-on technical leader responsible for designing, building, and evolving isolved's API layer as part of a broader platform modernization initiative. Embedded within the Integrations workstream, this role focuses on developing scalable, secure, and well-governed APIs that support external partners, third-party integrations, and internal services. The position combines architecture and execution, requiring direct ownership of API design, implementation, and migration from legacy systems to modern RESTful and event-driven patterns. Leveraging AI-assisted development as a core practice, the architect drives standards for API contracts, versioning, and governance while ensuring high performance, reliability, and alignment with enterprise growth needs.

Core Job Duties

- Designing and implementing modern, scalable API architectures that support isolved's integration ecosystem and partner network
- Defining API contracts, versioning strategies, and governance standards that ensure consistency and reliability across the platform
- Driving the migration of legacy integration endpoints to modern RESTful and event-driven patterns as part of the integration modernization initiative
- Building API consumers and producers with a strong focus on performance, security, and backward compatibility, and elevating the team's practices through code reviews, pairing, and leading by example
- Performing code reviews to ensure API implementations meet quality standards and follow established patterns
- Collaborating with product management and partner-facing teams to understand integration requirements and translate them into technical specifications
- Identifying and resolving performance bottlenecks in API infrastructure, including latency, throughput, and reliability issues
- Establishing and documenting best practices for API development, testing, and monitoring across the engineering organization
- Using AI-assisted development tools — including agentic coding, spec-driven development, and AI-augmented code review — as a core part of your daily workflow to maximize velocity and code quality, and helping establish AI-augmented development practices across the team



Job Complexity

A seasoned, experienced professional with a full understanding of area of specialization. Emerging understanding of broader organizational context and goals. Resolves a wide range of issues in creative ways. This job is the fully qualified, career-oriented, journey- level position.

Interaction

Works on problems of diverse scope where analysis of data requires evaluation of identifiable factors. Demonstrates good judgment in selecting methods and techniques for obtaining solutions. Networks with senior internal and external personnel in own area of expertise.

Supervision

Normally receives little instruction on day-to-day work, and general instructions on new assignments.

Experience

Typically requires a minimum of 5 years of related experience with a Bachelor's degree; or 3 years and a Master's degree, or equivalent work experience.

Scope

N/A

Discretion

N/A

Minimum Qualifications

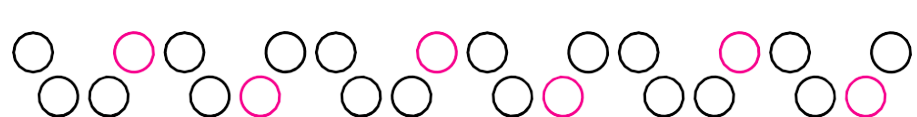
- 7+ years of experience developing web applications and services, including 3+ years in cloud-native environments
- Proficiency in Azure, .NET/C#, ASP.NET Core Web APIs, and SQL Server
- Strong experience designing and building microservices and RESTful APIs
- Hands-on experience with API gateways and API management best practices
- Demonstrated use of AI-assisted development tools in professional workflows
- Solid understanding of unit testing, SOLID principles, and secure API design (OAuth 2.0)
- Familiarity with JavaScript and OpenAPI/Swagger documentation standards
- Preferred: experience with Azure API Management, Cosmos DB/NoSQL, messaging systems (Service Bus/Event Grid), containers, or large-scale systems

Physical Demands

Prolonged periods of sitting at a desk and working on a computer. Must be able to lift up to 15 pounds.

Travel Required

No.



Work Authorization

Employee must be legally authorized to work in the United States.

FLSA Classification

Exempt

Location

Office/Hybrid

Internal Job Title

Software Architect, API

About isolved

isolved is an employee experience leader, providing intuitive, people-first HCM (Human Capital Management) technology. Our solutions are delivered directly or through our partner network to more than five million employees and 145,000 employers — who use them every day to boost performance, increase productivity, and accelerate results while reducing risk. Our HCM platform, isolved People Cloud, seamlessly connects and manages the employee journey across talent management, HR & payroll, workforce management and engagement management functions. No matter the industry, we help high-growth organizations employ, enable and empower their workforce by transforming employee experience for a better today and a better tomorrow. For more information, visit www.isolvedhcm.com.

isolved is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status. isolved is a progressive and open-minded meritocracy. If you are smart and good at what you do, come as you are.

Visit www.isolvedhcm.com/careers for more information regarding our incredible culture and focus on our employee experience. Visit www.isolvedeebenefits.com for a comprehensive list of our employee total rewards offerings.

