<table>
<thead>
<tr>
<th><strong>Job Title:</strong></th>
<th>Developer - Land Systems</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Requisition Number:</strong></td>
<td>84</td>
</tr>
<tr>
<td><strong>Interest Category:</strong></td>
<td>Information Technology</td>
</tr>
<tr>
<td><strong>Department:</strong></td>
<td>IT - Information Technologies</td>
</tr>
<tr>
<td><strong>Location:</strong></td>
<td>Columbia Falls 1St Avenue</td>
</tr>
<tr>
<td><strong>State:</strong></td>
<td>Montana</td>
</tr>
<tr>
<td><strong>City:</strong></td>
<td>Columbia Falls</td>
</tr>
<tr>
<td><strong>Number of Positions:</strong></td>
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</tr>
<tr>
<td><strong>Salary Range:</strong></td>
<td>43400 - 57500</td>
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<tr>
<td><strong>Hourly Rate:</strong></td>
<td>0</td>
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<td><strong>Position Type (FT or PT):</strong></td>
<td>Full-time</td>
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<td><strong>Bonus Eligible:</strong></td>
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<td><strong>Bonus Potential (%):</strong></td>
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<tr>
<td><strong>Supervisory Position:</strong></td>
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**Roles and Responsibilities:**

Plum Creek is the United States' largest private land owner and we're rapidly growing! We're listed on the S&P 500, located in 18 states and our various business groups include professionals in forestry, real estate, land management, manufacturing, accounting, human resources, and legal. Our team members are driven and passionate about their desire to deploy technology and initiatives which help our businesses achieve Plum Creek's goals.

Plum Creek has a collaborative, team centric, execution oriented culture focused on delivery. Plum Creek values strong communication, interpersonal and leadership skills in addition to strong technical skills. We look for motivated people interested in identifying and championing new ideas and technologies that add value. We strive to have a good balance between career and personal life and between cutting edge and proven technology. Plum Creek has grown substantially which creates interesting and unique career opportunities for our team.

We are looking for people to help Plum Creek transform our IT department to collaborate closely with the
businesses to deliver technology solutions that add business value, to migrate to a new technology stack based upon Microsoft technologies, and to mature our delivery processes around IT best practices. Take your skills to the next level working with a nationwide network utilizing hundreds of MS Servers.

Our offices are located in beautiful Columbia Falls, MT. This is truly a magical place where the highest structures are still trees and wildlife still outnumbers the residents. We're located in the Flathead Valley, which stretches 60 square miles and features numerous lakes, wild and scenic rivers and adjacent peaks of Glacier National Park, and amazing powder days up at Whitefish Mountain Resort or Blacktail Ski Resort. You'll be able to build a rewarding and successful career with Plum Creek, while enjoying the low-key atmosphere of Montana that tends to make life in our tight-knit communities a happy and warm place to live and visit.

Gain valuable experience through your responsibility for maintaining existing applications that support Plum Creek's Real Estate, Legal, and Leasing business segments. Develop a sound understanding of the relevant business processes in order to most effectively maintain software applications. Development effort will include addressing existing bugs and working on enhancements to applications by making code or production data changes.

Experience the opportunity to create detailed technical design documents and work closely with senior analysts, senior developers, and architects to ensure compliance with methodology and Plum Creek's IT technical standards. Enjoy the opportunity to not only learn from the group, but to collaborate with them on existing and new projects. You will create and document structured code that can easily be maintained by other developers. Use your creativity and skills to develop unit tests that will ensure high quality code. You will also have the opportunity to participate in implementing application changes into a production environment.

Additional Requirements:

**Education Required**
Degree in Computer Science or related field preferred, or relevant Information Technology experience.

**Experience Required**
One to three years professional Information Technology experience. Experience maintaining custom enterprise-class software applications in the following areas: detailed
technical design, object oriented development, web and window application user interfaces, relational databases, report development, debugging and troubleshooting code, source code management, unit testing, documentation, deployment, maintenance, and user support.

Good interpersonal skills and the ability to work effectively on an IT application development team, and with end users and server/networking team.

Experience in one or more of the following industry areas considered a plus: real estate, forestry, legal, leasing.

Skills Required
Development skills working with .NET Framework 1.x and 2.x in the C# language, SQL Server Database 2005, SQL Server Reporting Services 2005, SQL Server Integration Services 2005, and Visual Studio 2005. Skills necessary in ASP.NET web applications and web services as primary development will be mostly web based. Skills working with CodeSmith and .NET Tiers is a plus but not required.

Skills in working with a source code management tool making changes to code, committing them to a central repository, and versioning code.

Skills working with relational databases in SQL Server in the T-SQL language selecting and updating data, creating tables and stored procedures, creating data constraints, and working with entity relationship diagrams.

Good application debugging and troubleshooting skills, and testing code changes including both manual application testing and automated unit testing using tools provided by Visual Studio 2005.

Good writing skills in order to effectively prepare technical documentation in accordance with the Plum Creek's application development methodology.

Other Requirements

Must have excellent problem solving abilities and customer service skills. Candidate needs to be a self motivator and quick learner. Must have a proven ability to operate and effectively communicate while under pressure; as well as the ability to manage a diverse workload and work under time constraints with minimal supervision.

Must have strong organizational abilities, written and
oral communication and customer service skills.

Total Rewards:
Plum Creek wants to attract and keep the best people - the team who drives our business success. That is why we offer superior performers opportunities for compensation that is in the top 25% for our marketplace. Your benefits package from Plum Creek consists of a comprehensive range of benefits including Health care coverage, Health and Dependent Daycare Funds, Life and Disability protection, Saving and Retirements benefits, Paid Time Off, and more.

Plum Creek is an equal opportunity employer.

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Position Information

Job Title: Senior Network Analyst - SharePoint and Exchange
Requisition Number: 63
Interest Category: Information Technology
Department: IT - Information Technologies
Location: Columbia Falls Office
State: Montana
City: Columbia Falls
Number of Positions: 1
Salary Range: 60500 - 80100
Hourly Rate: 0
Position Type (FT or PT): Full-time
Bonus Eligible: Yes
Bonus Potential (%): 28
Salaried/Hourly: Salaried
Relocation Approved: Yes
Supervisory Position: Yes
If Yes, number of direct reports: 1
If Yes, number of indirect reports:

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Primary Functions:
This position has expert knowledge in designing and managing Microsoft Exchange 2007 in a multi-server environment, and managing a Microsoft Office SharePoint Server 2007 environment for over 1,000 computer users.


Roles & Responsibilities Include:
Understands standard network topologies and design and their relationship, administers and supports a high-availability Exchange 2007 system. Supports the business in promoting Microsoft Office SharePoint Server 2007, and Microsoft
Exchange 2007, as the principle intra-business collaboration tools.

Understands and defines corporate standards, policies, and network administration ethics. Frequently reviews and adheres to documented IT General Controls. Documents various IT and network processes. Analyzes and articulates business justification for emerging technology solutions.

Collaboration Knowledge - demonstrates thorough knowledge in the following collaboration systems functions:

- Thorough knowledge of Microsoft Exchange 2007
- Thorough knowledge of SMTP
- Deep understanding of clustering technologies, including Disaster Recovery technologies in Exchange 2007.
- Deep experience with Active Directory (user administration, group membership, understand how sites work in AD, etc.), IIS and DNS
- Microsoft Office SharePoint Services 2007
- Site Collection taxonomies
- Enterprise searching and indexing
- Web part management
- Team Site and List design
- Thorough knowledge of document management features
- Administration

Time, People and Project Management:
Must be customer service oriented and willing to partner with application development teams as well as customers to troubleshoot issues and support business systems.

Infrastructure project lead for certain projects. As a project leader, this role will determine resource requirements and allocate accordingly, including time and budget restraints, user needs, and external
Determines own priorities and monitors allocation of time and resources against budgets and objectives.

**Additional Requirements:**

**Specific Skills:**
Outstanding interpersonal and communication skills. Project management. Developed skills and experience executing the methodology, leading and participating on teams. Must have the ability to multi-task and manage multiple priorities concurrently.

Strong ability to facilitate and manage knowledge. Communicate effectively, both orally and in writing, to all levels of technical and non-technical owners.

Mentor and grow subordinates to meet new challenges, both technical and administratively. Collaborate with a variety of personalities and skill sets, and improve the quality of IT processes, services and products.

Manage a diverse workload and work under time constraints. Expect heavy workloads during project development and implementation.

**Education:**
Bachelor's Degree in computer science preferred or equivalent experience.

Technical certifications preferred.

**Experience:**
Five or more years of information technology experience.

**Total Rewards:**
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