



PROGRAMMER ANALYST- SENIOR

GENERAL RESPONSIBILITIES

Under the leadership of the Coordinator of Information Services, the position is responsible for the analysis, design, development, training, implementation, and maintenance for all custom software development and supported applications.

ESSENTIAL TASKS

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

- Conduct software requirements analysis; develop detailed systems design and programming specifications.
- Develop and manage complex systems development projects for the complete system development life cycle.
- Analyze requests for custom software development and data requests and provide estimates of time and cost.
- Develop, test, implement, and maintain custom software and system modules.
- Manage and support enterprise application systems.
- Assist fellow team members in their analysis, design, development, and training
- Provide programming and data analysis support for custom applications.
- Provide troubleshooting support for escalated systems and application problems that cannot be resolved at a lower level.
- Perform related work as required.

KNOWLEDGE, SKILLS AND ABILITIES

Must have the ability to display an understanding of the broad scope of a project while maintaining focus on individual tasks manage own time and effort; ability to multitask as the dynamic environment and shifting priorities may mean stopping in midstream, starting another task, and then picking back up where left off. Ability to follow through to completeness on every detail is an absolute requirement. Must be flexible and have a willingness to learn. Must have strong interpersonal, written, and verbal skills.

EDUCATION AND EXPERIENCE

Bachelor’s Degree or equivalent. Minimum of six years of experience in software development.

- **IS BIS Team** - Experience with Lawson HCM or Oracle EBS/Financials, working with enterprise payroll/HR/benefits data, knowledge of SQL, COBOL, ASP.NET, and/or JavaScript preferred
- **IS SIMS Team** - Experience with K-12 Student Information system applications, Learning Management Systems, grade book and student assessment experience required. Ability to analyze requirements from Virginia Department of Education, VBCPS School Board, school personnel, and administrative personnel in order to provide software solutions. Thorough understanding of database design and normalization.
- **IS DEV Team** - Prefer experience with Microsoft Visual Studio, Azure DevOps, C#, and advanced Web development experience with HTML5, Javascript, REST & SOAP Web Services, ASP.NET, OAuth and SAML user authentication, and a thorough understanding of object oriented development. Experience in Microsoft PowerAPP and developing parameter driven reports with MS SQL Reporting Services and Power BI is desirable. Microsoft or other relevant industry certifications is desirable. Experience with Microsoft Mobile application development, Azure Cloud Services and LaserFiche forms and workflows is highly desirable.

A comparable amount of training and experience maybe substituted for the minimum qualifications.

PHYSICAL REQUIREMENTS

Must have the use of sensory skills in order to effectively communicate and interact with other employees and the public through the use of the telephone and personal contact as normally defined by the ability to see, read, talk, hear, handle or feel objects and controls.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks.

SPECIAL REQUIREMENTS

Possession of a valid driver’s license

Regular and reliable attendance is an essential function of this position.

FLSA Status: Exempt	Description: Rev. 4/17, 1/19
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