



**PROGRAMMER ANALYST SENIOR**

**GENERAL RESPONSIBILITIES**

Under the leadership of a Team Leader, the position is responsible for the analysis, design, development, support, implementation, and maintenance for all custom software development and supported applications.

**ESSENTIAL FUNCTIONS**

(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.
- Develop, test, implement, and maintain custom software and system modules and interfaces.
- Develop complex data extraction routines from supported application.
- Manage and support enterprise application systems.
- Assist fellow team members in their analysis, design, development, and support
- 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**

**Required:**

Bachelor's Degree or equivalent.

Minimum of six (6) years of experience in software development or supporting enterprise systems.

**Preferred:**

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 using the telephone and personal contact as normally defined by the ability to see, read, talk, hear, handle or feel objects and controls. Frequent sitting, walking, bending, grasping, fingering, repetitive motion, and reaching. Occasional standing and stooping. Work involves moderate exposure to loud noises. Ability to lift up to 20 pounds frequently. Requires timely and regular adherence to established work schedules.

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.

Specialization and proficiency in one or more of the identified specific job function areas is essential and requires the following knowledge base:

- **IS BIS Team – Preferred:** Experience with Lawson HCM or Oracle Cloud Financials, working with enterprise payroll/HR/benefits data, knowledge of SQL, COBOL, ASP.NET, and/or JavaScript.
- **IS SIMS Team – Required:** Experience with K-12 Student Information system applications, Learning Management Systems, grade book and student assessment experience. Ability to analyze requirements from Virginia Department of Education, VBCPS School Board, school personnel, and administrative personnel to provide software solutions.
- **IS DEV Team – Preferred:** 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 LaserFiche forms and workflows.

FLSA Status: Exempt	Description: 4/17, 1/19, 7/20
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