CITY OF OVERLAND PARK - POSITION DESCRIPTION

TITLE:	Developer, Senior	**BAND/LEVEL:**	PROF IV
DEPARTMENT:	Information Technology	**JOB NO:**	2575
DIVISION:	Information Technology	**DATE:**	12/1/2017
REPORTS TO:	Manager, Applications & Development	**FLSA STATUS:**	Exempt
FT/PT/SEASONAL:	Full-time	**COST CENTER:**	123
REPLACES:	Programmer/Analyst, Senior	**LAST REVISED DATE:**	04/03/2017

JOB SUMMARY STATEMENT: Designs, develops and maintains complex custom software applications, systems integrations and supports vendor solutions. Coordinates and manages technology projects as assigned and works with users to develop requirements and specifications for software applications and custom systems integrations. Codes, writes, develops, tests, debugs, documents and maintains custom and vendor developed software. Contributes and adheres to coding standards, peer code reviews and source control policies. Trains users in the use of developed software. Answers Help Desk phone calls as required.

DUTIES AND RESPONSIBILITIES:

1. Designs, develops and maintains complex custom software applications, systems integrations and supports vendor solutions.

2. Coordinates and manages technology projects as assigned and works with users to develop requirements and specifications for software applications and custom systems integrations.

3. Codes, writes, develops, tests, debugs, documents and maintains custom developed software. Coordinates network and other computer related work with other staff members.

4. Contributes and adheres to coding standards, peer code reviews and source control policies.

5. Diagnoses and resolves complex application and database issues in order to correct errors and provide improved performance or functionality.

6. Utilizes leadership qualities to perform sufficient follow up to ensure end user satisfaction, including but not limited to interfacing with and providing additional training to end users and IT staff and performing additional modifications, updating of documentation and testing of the system.

7. Participates in improving work processes to address key organizational business/technical issues with IT solutions and identifies areas for improvement and guides the implementation of improved processes.

8. Develops project plans, time and cost estimates, implementation schedules, and project timelines.

9. Conducts research; evaluates software, applications, tools, and hardware; and develops recommendations relating to software, hardware, applications, tools, and systems. Prepares and presents staff recommendations as required.

10. Trains users in use of application software.

11. Works closely with internal staff, external departments and outside agencies in the support of hosted applications and systems.

12. Answers and responds to Help Desk phone calls as required. Troubleshoots and handles hardware and software issues. Handles or consults on mid-level system or application problems.

13. Participates in on-call rotation and responsible for receiving after-hours calls.

14. Performs other duties as assigned.

15. The employee must work the days and hours necessary to perform all assigned responsibilities and tasks. Must be available (especially during regular business hours or shifts) to communicate with peers, subordinates, supervisors, customers, vendors and any other persons or organization with whom interaction is required to accomplish work and employer goals.

16. The employee must be punctual and timely in meeting all requirements of performance, including, but not limited to, attendance standards and work deadlines; beginning and ending assignments on time; and scheduled work breaks, where applicable.

GENERAL QUALIFICATIONS

EDUCATION & SPECIAL LICENSE(S)/CERTIFICATIONS:
- Bachelor's degree in computer science, or a related field, or an equivalent combination of formal education and work experience.
- To comply with Kansas Criminal Justice Information System security requirements, you must be at least 18 years of age.

EXPERIENCE:
- Minimum of three to seven years of experience in custom software development and systems integrations and support.
- Must also have a working knowledge of computer and network systems and office productivity software used by the City or an equivalent level of experience.

SKILLS:
1. Proficient in one or more of the following development languages: PHP, C#, JavaScript.
2. Excellent understanding of relational database management system (RDBMS) concepts and usage as well as proficiency in writing SQL. Experience with one or more of the following: Microsoft SQL Server, Oracle, MySQL.
3. Designs and builds web, desktop, and mobile applications using a variety of development tools and techniques.
4. Experience with and understanding of various approaches to the software development lifecycle (SDLC) such as waterfall, agile, test-driven development, etc.
5. Proficient in the UML concepts related to software design such as use cases, class diagrams, and sequence diagrams.
6. Problem solves, takes initiative and produces quality work.
7. Relies on judgement and management guidance to prioritize work, determine the appropriateness of requests, and make plans to accomplish goals.
8. Demonstrates intense curiosity to understand how complex systems and challenges work; demonstrates desire to seek out complex issues and solve them.
9. Basic understanding of software architecture patterns and practices such as object oriented development, MVC, and others.

10. Computer hardware, network, and software skills.
11. Strong analytical and research skills.
12. Problem solving.
13. Basic math concepts.
14. Good oral and written communication skills and the ability to communicate and work effectively with managers, supervisors, vendors, and the various users supported by Information Technology.
15. Reading.
16. Good listening and organizational skills.
17. Good human relations/interpersonal skills and the ability to work effectively with persons from other disciplines and departments.
18. Attention to detail.
19. Project management skills.
20. Time management skills.

MENTAL REQUIREMENTS:
1. Ability to work both independently and as a part of a team.
2. Ability to prioritize work and multiple tasks.
3. Ability to analyze basic and complex problems and recommend possible solutions and alternatives.
4. Ability to meet deadlines.
5. Ability to carry out assignments from written and oral instructions.
6. Ability to train and guide others.
7. Abstract and logical thinking and reasoning.
8. Decision making ability.
9. Ability to adapt to a changing environment and priorities.

PHYSICAL REQUIREMENTS:
1. Ability to make and receive phone calls.
2. Hand and eye coordination adequate for data entry.
3. Visual stamina and acuity adequate to review alpha/numeric data and to spend long periods looking at computer screen.

SUPERVISORY RESPONSIBILITY (Direct & Indirect):
● None

The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.