



Database Administration Supervisor

Job Description

Department: Information Systems
Position: Career Service
Grade: 733
Supervisory: Supervisor
Reports to: Associate Director – Information Systems

Summary

Under general guidance and direction of the Associate Director – Information Systems, supervises database administration activities of the Utah County Government. Supervises, develops, implements, administers, and maintains policies and procedures to ensure the security and integrity of databases. Executes data models, database designs, data access, and table maintenance. Resolves database performance and capacity issues, replication, and other distributed data issues. Performs mission critical database administration work in Oracle and potentially other platforms.

Essential Functions

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

1. Supervise, plan, coordinate, and direct the work and activities of assigned personnel.
2. Assist with staffing decisions including hiring, training, performance evaluation, scheduling of workload, delegation of assignments, and retention of assigned personnel.
3. Compile, maintain, and review all reports, daily work records, timecards, payroll information, work specifications, and appropriate documentation for assigned personnel.
4. Recommend improvements to database physical structure, database security, data back-up, and recovery systems and procedures.
5. Identify database requirements; analyze county applications, programming, and operations; evaluate existing systems and design proposed systems.
6. Maintain database performance; calculate optimal values for database parameters; implement new releases; complete maintenance requirements.
7. Evaluate computer operating systems and hardware products.
8. Maintain quality service by establishing and enforcing organization standards.
9. Perform data queries; coordinate testing, train users, and provide documentation.
10. Ensure security procedures are maintained and adhered to; work with other IT teams, as needed.

For Office Use Only

Job Code: 2960
Job Title: Database Administration Supervisor
FLSA: Exempt
Effective Date: 11/3/2025
Public Safety: No

Worker's Compensation: Clerical
Background Level: II
Safety Sensitive: No
DOT: No
ML: Manager

11. Ensure adequate system resources (disk space, memory, etc.); develop strategies to improve system performance; implement approved strategies, as directed.
12. Participate in regular security audits.
13. Program database functions, procedures, packages, and triggers.
14. Develop database utilities and automated reporting.
15. Document database standards, policies, and procedures.
16. Programmatically interact with Oracle, Microsoft and other relational database tables.
17. Design and create database tables, functions, triggers and procedures using PL/SQL.
18. Actively promote a culture of innovation and productivity; consistently participate as a leader in personal and staff training, code reviews, and mentoring activities.
19. Maintain overall integrity of databases; coordinate and conduct regular database design and code reviews.
20. Perform additional responsibilities as assigned by leadership; track and control activities for assigned projects; report status updates accurately and assure that management and team leaders are made aware of all problems or potential problems in a timely and professional manner.

Knowledge, Skills, and Abilities

- Advanced knowledge of Oracle Enterprise Edition
- Knowledge of Microsoft SQL Server
- Knowledge of security procedures and technologies and an understanding of audit processes
- Knowledge of hardware and networking
- Highly skilled in monitoring and tuning a database to provide a high availability service and optimum storage capability
- Highly skilled in query optimization and initialization parameters
- Highly skilled in Oracle backup and recovery procedures
- Skilled in programming in a procedural format using PL/SQL
- Skilled in various scripting languages
- Skilled in data modeling and design
- Skilled in problem-solving
- Skilled in supervisory techniques
- Ability to work with application developers to ensure that the necessary changes to the database meet the required deliverables
- Ability to provide excellent customer service and public relations outreach
- Ability to effectively manage multiple priorities and meet deadlines
- Ability to adapt to varied roles and job responsibilities
- Ability to use a life cycle management process for implementation of changes in technology
- Ability to excel both independently and as a team member
- Ability to communicate effectively verbally and in writing

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- Ability to communicate difficult concepts and make them easy to understand
- Ability to work effectively and positively independently and within a team environment while maintaining cooperative relationships with users, key stake holders, team members, and management
- Ability to foster and encourage a culture of innovation as a role model and mentor by personally seeking out innovative solutions and methods and sharing those with the team

Supervisory Responsibility

This position has direct supervisory responsibility and does serve as a coach and mentor for other positions in the department.

Work Environment

This job operates in a professional office environment but occasionally exposes incumbent to electrical hazards during systems installation and maintenance. Work may expose the incumbent to high stress situations including contact with the public and others in confrontational, emotionally charged, or uncomfortable circumstances. This role routinely uses standard office equipment such as a laptop, desktop, smartphone, photocopiers, shredders, and filing cabinets. The noise level in the work environment is usually moderate. The incumbent may be required to drive Utah County owned vehicles in the course of conducting County business and must abide by the Utah County Vehicle Policy.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is required to use manual dexterity to handle, feel, and operate objects, tools and controls, and reach with hands and arms. This employee is frequently required to stand, talk, and hear. Specific vision abilities by this job include close vision and ability to adjust focus. The employee is required to type, file, and lift supplies up fifty (50) pounds. The employee occasionally drives a motor vehicle.

Position Type / Expected Hours of Work

Incumbent must work eighty (80) hours each pay period to maintain full-time status. There may be availability to work out a flex schedule ahead of time that works for both the County and the employee. Occasional evening and weekend work may be required as job duties demand.

Travel

Travel is primarily local during the business day, although some out-of-area and overnight travel may be expected, up to five (5) percent.

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Required Education and Experience

1. Bachelor's degree in a related area or equivalent.
2. Five (5) years conducting database administration tasks, database implementations, backups, and account maintenance.
3. Demonstratable work competence in database administration or a similar field.
4. Equivalent combinations of education, experience, and demonstrated work competence may also be considered.

Preferred Education and Experience

1. Preference may be given to applicants with a master's degree in Information Systems or a related field.
2. Preference may be given to applicants who possess relevant and valid certifications, such as MCSE DBA, Oracle Associate, or equivalent.
3. Preference may be given to applicants with at least two (2) years of lead or supervisory experience.

Additional Eligibility Qualifications

1. Applicants must possess a valid driver's license and obtain a valid State of Utah driver's license within sixty (60) days of employment.
2. Selected applicants will be required to submit to a pre-employment drug screen and background check. Due to potential access to sensitive and protected data, this position is subject to additional criminal background checks as directed by the Information Systems Department.

AAP/EEO Statement

It is the policy of Utah County Government to assure equal employment opportunity to its employees and applicants for employment without regard to race, color, religion, national origin, disability, age, sex, sexual orientation, genetic status or gender identity.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee of this job. Duties, responsibilities, and activities may change at any time.

Utah County Government is a drug-free workplace.

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Acknowledgement below to be completed after an offer has been extended and accepted.

This job description has been approved by the Office of Human Resource Management in consultation with the Department Head.

Signature below constitutes an understanding of the requirements, essential functions and duties of the position.

Candidate / Employee _____ Date _____

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