



Lead Integration Programmer

Job Description

Department: Information Systems
Position: Career Service
Grade: 730
Supervisory: Lead
Reports to: Division Manager – Programming

Summary

Under the general guidance and direction of the Division Manager – Programming and department management, leads the integration, implementation, and extension of large software platforms across Utah County’s technology ecosystem, including Workday, Questica, the County’s financial system, and others.

Essential Functions

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

1. Coordinate system integrations of major software platforms, such as Workday, Questica, the County financial system, and others as assigned by department management.
2. Ensure integrations meet functional and technical requirements.
3. Provide integration project leadership; collaborate with programming teams; discuss inbound and outbound integration issues and changes to existing integrations; develop new integrations.
4. Perform high level and complex programming; demonstrate best practice coding; produce effective, elegant, and efficient code using a combination of programming languages, such as Node.js, JavaScript, NPM, NPX, React, Bootstrap, HTML, CSS, Python, PowerBuilder, Visual Studio and Visual Studio Code, or similar tools.
5. Make recommendations for technical product strategy, including product architecture, security, and system/platform choices.
6. Lead intricate programming tasks and testing; mentor developers and ensure defined integration/development standards and best practices.
7. Analyze complex problems and recommend solutions in both development and production environments; ensure timely resolution of issues.
8. Consult with users and stake holders to identify new processes and/or changes to existing processes to meet their needs and objectives efficiently.
9. Ensure integration and programming projects adhere to data governance, quality, security, and privacy standards.
10. Design and create database tables, functions, triggers, and procedures using PL/SQL.

For Office Use Only

Job Code: 2963
Job Title: Lead Integration Programmer
FLSA: Exempt
Effective Date: 5/27/2022
Public Safety: No

Worker’s Compensation: Clerical
Background Level: I
Safety Sensitive: No
DOT: No
ML: Individual Contributor

Knowledge, Skills, and Abilities

- Advanced knowledge of modern software design patterns and security practices
- Advanced knowledge and demonstrated proficiency in object-oriented programming
- Knowledge and demonstrated proficiency with relational database technology, including Oracle and SQL
- Ability to work and coordinate with third parties on data related inquiries
- Knowledge of web development tools and environments, such as Javascript, CSS, Bootstrap, HTML and web service technologies (REST, JSON, SOAP, HTTP, SSL, PGP, SAML, etc.)
- Knowledge and demonstrated proficiency with front- and back-end application development
- Skilled in Workday implementation tools, including Enterprise Interface Builder (EIB), Workday Studio, Workday Report Writer, and iLoad
- Highly skilled in designing, building, deploying, and maintaining applications using programming tools, such as Node.js, JavaScript, jQuery, NPM, NPX, React, Bootstrap, HTML, CSS, Python, PowerBuilder, Visual Studio and Visual Studio Code, or similar tools
- Skilled in developing with MVC frameworks and Agile or Test-Driven methodologies
- Skilled in project management, including establishing goals and timelines and tracking results
- Skilled in communicating technically complex information both verbally and in writing
- Skilled in developing effective and collaborative relationships with the programming teams
- Skilled in providing consistently exemplary customer service
- Ability to effectively lead integration projects and ensure proper communication between programmers, users, key stakeholders, and management
- Ability to foster and encourage a culture of innovation by personally seeking out innovative solutions and methods and sharing those with the programming division
- Ability to provide strategic direction of programming activities within the project team
- Ability to ensure commitment to quality standards and processes and efficient delivery

Supervisory Responsibility

This position has no direct supervisory responsibility but does serve as a lead to some and as a coach and mentor for other positions in the department.

Work Environment

This job operates in a professional office, computer room, or other controlled environment. 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.

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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. The employee is regularly required to work for sustained periods of time maintaining concentrated attention to detail. Specific vision abilities by this job include close vision and ability to adjust focus. The employee is required to type, file, and lift or otherwise move supplies or equipment weighing up to forty (40) 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.

Required Education and Experience

1. Bachelor's degree or equivalent.
2. Four (4) years of computer programming or other related experience, including team or project management duties.
3. Demonstratable work competence in programming.
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 more demonstrated work competence.
2. Preference may be given to applicants with a bachelor's degree or higher in computer programming, graphic design, or a closely related field.
3. Preference may be given to applicants with Workday 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.

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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.

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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