Programmer III

Department:	Information Systems
Position:	Career Service
Grade:	730
Supervisory:	No
Reports to:	Programming Team Supervisor

Summary

Under direction of management and team leaders, programs, designs, codes, integrates, tests, debugs, develops and documents complex applications and tools according to specifications, standards and user requirements to accomplish ideal business functions. Demonstrates competence in independently performing both front- and back-end development programming tasks.

Essential Functions

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

1. Perform high level and complex programming services; 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.
2. Serve as a principal programmer on programming teams; develop technical specifications, project plans, development approaches, and time requirements for average to large size projects or packaged software implementation under broad supervision.
3. Consult with programming team, users, and key stake holders to clarify program objectives, identify current operating procedures, establish business rules, and identify/track performance metrics, as assigned; recommend modifications to applications and execute improvements to achieve optimal system efficiency.
4. Design, construct, and manage web pages and sites; incorporate graphic user interface features and other techniques using Bootstrap, Node.js, JavaScript, jQuery, NPM, NPX, CSS, Visual Studio and Visual Studio Code, or similar tools.
5. Programmatically interact with Oracle, Microsoft and other relational database tables.
6. Integrate, install, extend, maintain, and support purchased and third-party software, as assigned.
7. Design and create database tables, functions, triggers and procedures using PL/SQL.
8. Create customized reports for web deployment to be used by County departments and outside agencies.

9. Write specifications and prepare system documentation for applications developed.
10. Document and track resolutions and progress for work activities.
11. Actively promote a culture of innovation and productivity; consistently participate as a leader in personal and staff training, code reviews, and mentoring activities.
12. Maintain overall integrity of assigned systems and databases; coordinate with the DBA and management in conducting regular database design and code reviews throughout the development process; recommend and exemplify programming best practices.
13. Mentor more junior programming team members under broad guidance of management, as assigned.
14. 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 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
- Knowledge of UI/UX design principals and standards
- Knowledge of web design standards and graphic design fundamentals
- Knowledge of web development tools and environments, such as Javascript, CSS, Bootstrap, and html
- Knowledge of both front- and back-end application development principles and best practices
- Highly skilled in designing applications and using programming languages, such as Node.js, JavaScript, jQuery, NPM, NPX, React, Bootstrap, HTML, CSS, Python, PowerBuilder, Visual Studio and Visual Studio Code, or similar tools
- Highly skilled in programmatically interacting with an Oracle Relational Database
- Skilled in communicating technically complex information both verbally and in writing
- Skilled in developing effective and collaborative relationships with the programming team members
- Skilled in providing consistently exemplary customer service
- Ability to support the project programming team lead and ensure proper communication between team members, users, key stakeholders, 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
- Ability to work effectively and positively within a team environment while maintaining cooperative relationships with users, key stake holders, team members, and management

Supervisory Responsibility

This position has no direct supervisory responsibility but does serve 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.

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 the performance of system administrator 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 the field of computer programming, graphic design, or closely related fields.

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.

Career Ladder Advancement
For career ladder advancement from a lower classification level of this series to a higher one, there must be funding in the budget and the employee must:
1. Possess the required licensure and certifications of the higher classification level.
2. Meet the education and experience requirements and the class characteristics of the higher classification level.
3. Receive written recommendation from the department head.
4. Receive approval from the Director – Human Resources.

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 _____