Senior Programmer
Job Description

Department:	Information Systems
Position:	Career Service
Grade:	731
Supervisory:	Lead
Reports to:	Division Manager - Programming

Summary

Under the general guidance and direction of the Division Manager – Programming and department management, provides leadership of programming projects and programming teams by guiding the development, implementation, and maintenance of complex full stack solutions.

Essential Functions

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

1. 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.
2. Serve as a lead programmer on programming teams; develop and present project development plans, including timelines, business rules, wireframes, punch lists, and reports.
3. Work directly with department management, users, stake holders, and programming teams to ensure successful and timely product/feature launches.
4. Ensure teams produce quality applications; take ownership of the technical design and implementation of new/legacy products and features as assigned by department management.
5. Make recommendations for technical product strategy, including product architecture, security, and system/platform choices.
6. Lead intricate programming tasks and testing; mentor other developers and assign development tasks under the direction of department management.
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. Design and create database tables, functions, triggers and procedures using PL/SQL.

For Office Use Only

Job Code: 2964
Job Title: Senior Programmer
FLSA: Exempt
Effective Date: 2/29/2024
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
- 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 and demonstrated proficiency with front- and back-end application development
- 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 and team leadership, 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 team members
- Skilled in providing consistently exemplary customer service
- Ability to effectively lead the project programming team 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 provide oversight and 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.

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.

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.

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 _____