

Job Class Code: 1278	FLSA Status: Exempt
Pay Basis: Salary (Annual)	EEO Category: 2

GENERAL DESCRIPTION

The purpose of the job classification (class) is to perform full professional level systems analysis and programming work designing, developing, maintaining, and enhancing software application programs and systems. The class is responsible for performing difficult, thorough analysis, design, and development or modification of information systems, applications, programs and related deliveries. The class works within broad policy and organizational guidelines; independently plans and implements progress; reports progress of major activities through periodic conferences and meetings.

TYPICAL TASKS

- Leads the consultative process between users and other information technology staff to identify user problems and design new or existing systems; prepares a time line and project plan for the development or enhancement of new/existing software application programs.
- Supervises staff including selecting or recommending selection, training, assigning and evaluating work, counseling, and administering discipline.
- Leads the analysis of user requirements, writes software code, and installs and documents software application programs.
- Develops or modifies new or existing software applications programs of a high degree of complexity and scope.
- Designs, develops, tests, debugs, implements, and documents both new and existing systems to meet business functional requirements and industry best practices.
- Integrates and implements software releases and coordinates necessary training for users.
- Performs other related duties as assigned or requested.

GENERAL STANDARDS

Data Involvement	Develops new approaches or methodologies to solve problems not previously encountered by analyzing, synthesizing, or evaluating data or information using unconventional or untried methods.
Interpersonal/People Involvement	Negotiates and exchanges ideas, information, and opinions with others to formulate policy and programs or arrive jointly at decisions, conclusions, or solutions.
Reasoning Requirements	Performs work involving the application of logical principles and thinking to solve practical problems within or applying to a unit or division of the organization.
Mathematical Requirements	Uses mathematics involving the practical application of fractions, percentages, ratios, proportions or measurements, logarithmic, or geometric construction; may use algebraic solutions of equations and inequalities, descriptive statistics, deductive geometry, plane and solid, and rectangular coordinates, or mathematical classifications or schemes.
Language Requirements	Reads scientific and technical journals, abstracts, financial reports, or legal documents; speaks before professional and civic groups, participating in panel discussions and speaking extemporaneously on a variety of subjects; writes complex articles and/or reports; develops presentations for sophisticated audiences.
Mental Requirements	Performs advanced professional level work in the analysis or interpretation of methods of an engineering, fiscal, legal, or managerial nature and formulates recommendations on the basis of such analysis; applies creativity and resourcefulness in the analysis and solution of complex problems; requires sustained, intense concentration for accurate results or continuous exposure to unusual pressure.
Decisions/Supervisory Control	Makes decisions as a major part of the job, affecting a major segment of the organization and the general public; develops policies and practices.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge	Knowledge of various computer software programs.
Skills	Must possess strong leadership, communication and management skills. Excellent presentation and interpersonal skills. High level of business management and facilitation skills.
Abilities	Ability to work well with all functional levels in the organization. Ability to resolve complex problems.

EDUCATION, EXPERIENCE AND SPECIAL REQUIREMENTS

Vocational/Educational Requirement	Requires any combination of education and experience equivalent to a bachelor's degree in computer science or a closely related field.
Experience	In addition to satisfying the vocational/education standards, this class requires a minimum of four years of full-time experience in software development and engineering.
Special Certifications and Licenses	None
Special Requirements	Employees may be expected to work hours in excess of their normally scheduled hours in response to short-term department needs and/or City-wide emergencies. Emergency operations support work and work locations may be outside of normal job duties.

AMERICANS WITH DISABILITIES ACT (ADA) REQUIREMENTS

The City of Chesapeake is an Equal Opportunity Employer. ADA requires the City to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

This is a class specification and not an individualized position description. A class specification defines the general character and scope of duties and responsibilities of all positions in a job classification, but it is not intended to describe and does not necessarily list the essential functions for a given position in a classification.