

Job Description

Job Title: Senior Programmer/Team Leader
Department: Application Development
Reports to: Team Leader – Applications Development
Location: Headquarters – Pittsburgh
Exempt Status: Exempt

SUMMARY

Reporting directly to the Vice President of Technology, this position is primarily responsible for application architecture, design, and build out assuring that all applications conform to customer and business requirements. Additionally, this position is responsible for providing day-to-day supervision and leadership to other programmers by assigning tasks, checking status, and acting as an escalation point for complex issues within the department. Specific responsibilities may vary from time-to-time and by position focus or business needs.

ESSENTIAL DUTIES AND RESPONSIBILITIES (Other duties may be assigned.)

- Interface and work collaboratively with quality assurance, customer support, or other team members to resolve bugs or other application programming issues.
- Perform advanced quality assurance duties as required.
- Conduct high priority application revisions and fixes as required
- Work with project managers and senior programmers to develop application specifications that meet customer requirements
- Perform application support and maintenance by writing code and programming of applications as required
- Perform advanced and basic programming tasks as required including, but not limited to writing code, documentation, data extraction and collection, report generation (defined and ad hoc), and first level testing.
- Create documentation for new development, modules changes, release notes, and other applications changes as needed.
- Develop advanced domain knowledge to thoroughly understand behavior science applications and services and their application to government and end-user requirements.
- Ensure application architecture and design are properly aligned with expectations including individual components, framework, and overall application functionality.
- Design and programming in support of generic solutions, independent logic modules, components, and services.

- Develop project scope and programming plans
- Update and maintain information within applicable databases
- Create database application programming interfaces (API's) and database table formats
- Assign tasks and duties to other programmers as required
- Follow up on progress and monitor project and task status on an ongoing basis
- Act as an escalation point for complex issues within the department
- Interface directly with the Vice President of Technology and senior leaders in other functional areas across the organization to ensure resources are properly deployed to meet customer and business needs.
- Ensure interoperability between individual application design components and databases as required
- Attend meetings and prepare status report updates as required
- Make recommendations to the Vice President of Technology and other senior leaders in the organization with regards to emerging trends, design requirements, best practices, and the utilization of advanced technologies including automated deployment and other specific productivity enhancement opportunities
- Other duties as assigned.

EDUCATION AND EXPERIENCE

- Bachelor of Science degree, Masters preferred, in Computer Science, Information Science, Management Information Science, Electrical Engineering or related discipline or equivalent experience.
- A minimum of 10 years of experience with MS.Net/SQL Server programming or equivalent
- A minimum of 3 years leading software development activities as a project or program leader
- A minimum of 1 year of direct supervisory or team leadership experience
- Understanding and expertise with advanced programming languages that may include:
 - Visual Basic
 - C#, C++
 - .NET 1.1
 - Java Script
 - Crystal Reports
 - HTML
 - AJAX
 - Web interface design tools
- Demonstrated proficiency with applications and software development life cycle
- Working knowledge of Microsoft Office Suite

COMPLIANCE REQUIREMENT *Comply with all relevant information security policies and regulations, including HIPAA.*

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

Incumbent will work primarily in an office environment and will be required to sit for extended periods of time and move from office to office or to conference rooms as needed. Incumbent will be required to use a PC with keyboard for extended periods of time and use a telephone. Incumbent may be required to lift objects up to 50lbs.

WORK ENVIRONMENT *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

The work location is a climate controlled indoor office. Incumbent may be required to visit locations outside of the office from time-to-time. Incumbent will be expected to work in several projects/assignments simultaneously and may need to work outside of core operating hours as requested.

COMPETENCIES

- Analytical Skills
- Attention to detail
- Intellectual Curiosity
- Project Leadership
- Advanced Technical Expertise
- Communications
- Team Leadership and Supervision
- Delegation and Follow-up