



IT SOFTWARE ENGINEER, LEAD

Department: Finance
Job Class #: 632900
Pay Range: Professional 17

FLSA: Exempt
Represented: No

Classification descriptions are intended to present a descriptive list of the range of duties performed by employees in this class and are not intended to reflect all duties performed within the job.

GENERAL FUNCTION:

This is lead-level professional, technical, analytical, and customer-oriented work in the Software Development Division of the Information Technology Division of Finance. An employee in this classification provides technical expertise to Pierce County departments and agencies in multiple areas. The Software Engineer, Lead may include any or all of the essential functions listed below and functions in the capacity of a lead software designer, coder, and project manager.

SERIES CONCEPT: This is the lead-level in the series. This classification is distinguished from other IT Software Engineers by performing a broad range of technically complex duties on multiple platforms and by the assignment of a division-wide technical specialty.

ESSENTIAL FUNCTIONS:

As the assigned technical authority for a specific area, a Software Engineer, Lead, will directly perform and/or oversee the following activities:

- Research new techniques, tools, and methods and report findings to Software Development.
- Develop standards for Software Development.
- Develop reusable code for Software Development.
- Develop design patterns for Software Development that describes general reusable solutions for common problems.
- Provide formal class training to software engineers.
- Provide informal group or personal training to software engineers.
- Author documentation for any of the above.

Additionally, incumbents in this classification are expected to:

- Perform lead-level professional functions in software programming and analysis.
- Manage large scale or complex projects.
- Assist senior Software staff on large scale or complex projects.
- Rely on experience and judgment to plan and accomplish goals.
- Work in a team-based environment, communicating effectively with all levels of staff and management.
- Design, code, test, deploy, maintain, enhance, and support County software systems.
- Collaborate on the identification of business and system requirements. Complete system analysis to streamline and enable efficient use of software and processing.
- Work with business customers in translating requirements into plans and specifications.
- Address customer's information needs by developing technology solutions and supporting information and technology systems on multiple computing platforms.
- Research coding solutions and software development tools and libraries.
- Provide work estimates and identify risk factors to project lead.
- Develop new software and customize, develop interfaces to, or integrate with third-party business systems.

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- Participate in the testing process through unit testing, integration testing, system testing, acceptance testing, and automated test development
- Identify and publish software components that can be reused by other software engineers.
- Coordinate data development and access with necessary department and technical staff. Protect the safety, integrity, and privacy of data.
- Train, instruct, and support county staff on the productive use of software systems and databases.
- Tune poorly performing application and database code.
- Write and generate system documentation.
- Deliver excellent customer service, assist in measuring and creating customer satisfaction, and enhance customer's relationships with the Information Technology Division.
- Maintain up-to-date software development knowledge and build expertise among colleagues in the Information Technology Division.

OTHER JOB FUNCTIONS

- Manage time and resources.
- Record time spent on work activities.
- Prepare reports and deliver presentations.
- Perform administrative tasks and other job functions as required.

SUPERVISION RECEIVED AND EXERCISED: The IT Software Engineer, Lead does not supervise. An employee in this class works under the general supervision of an IT Software Engineer Supervisor who observes work through assignments and projects to evaluate results achieved.

WORK ENVIRONMENT:

The work environment characteristics described herein are representative of those an employee encounters while performing the essential job functions. The Software Engineer, Lead typically works in an office environment on a daily basis. Incumbents may be required to work at a desk or other work station for prolonged periods; constant attention to detail is required. Ability to concentrate with frequent interruptions and general office noise is required. Ability to work after normal County business hours, including weekends, for customer support, a scheduled function, or in an on-call capacity required.

PHYSICAL REQUIREMENTS: The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions. Physical activities required are hand and finger dexterity necessary to operate equipment used in the position, talking, seeing and hearing. Walking, sitting, bending/stooping, pushing/pulling, and unassisted lifting associated with the job duties is required. May be required to lift and carry up to 25 lbs.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of:

- Common and advanced software engineering design patterns.
- Current software development technologies, trends, and methodologies.
- Training techniques.
- Current County systems.
- Business Analysis methods.

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Skill in:

- Object-oriented programming and design.
- Relational database programming and design.
- Web-based application programming and design.
- Advanced project management.

Ability to:

- Develop software using multiple tools, operating systems, languages, and methodologies.
- Define, track, and assure responsiveness to clients' information service problems.
- Establish and maintain effective working relationships.
- Follow IT Software Development standards and practices.
- Solve software problems proactively.
- Manage own schedule and workload.
- Contribute to analyzing and compiling results of decision issues in IT.
- Research, verify, edit, and update data bases.
- Define, track, and assure responsiveness to clients' Software service problems.
- Work and contribute as a member in a team-based environment.
- Maintain regular, predictable and punctual attendance during regularly scheduled work hours at assigned worksite.
- Work a flexible schedule, which may include evenings, weekends, and holidays. May be subject to responding to emergency situations on twenty-four hour basis.
- Communicate effectively verbally and in writing to audiences of various social, cultural, ethnic, educational and economic backgrounds.
- Work effectively and productively with others.
- Understand and follow written and verbal instructions.
- Effectively coordinate, perform and complete multiple duties and assignments concurrently and in a timely manner.
- Meet the travel requirements of the position, if any.
- Physically perform the essential job functions of the classification.

MINIMUM REQUIREMENTS TO APPLY:

A Bachelor's degree in computer science or related field and five or more years of information technology experience required. Additional education or experience may substitute for the recruiting requirements.

SPECIAL REQUIREMENTS AND/OR QUALIFICATIONS: A valid Washington State driver's license may be required when travel is required of the position. Ability to successfully complete a Pierce County background investigation. Fingerprint and in-depth criminal history check may be required for certain law enforcement system support assignments.