

LEAD SYSTEMS DEVELOPER

APPLICATION DEADLINE IS JULY 26TH AT 11:59PM

Division: Information Technology
Reports to: Director of Information Technology
Location: Nashville, TN
Full-time/Part-time: Full-time
Salary Grade: 43
Monthly Salary Range Minimum: \$5,984
FLSA Classification: Exempt (03)

Critical features of this job are described under the headings below. They may be subject to change due to changes in our business processes or other business-related reasons.

POSITION SUMMARY: Performs the role of Lead Developer on all programming projects, including the establishment, communication and enforcement of coding standards, reviewing the work of team members, and performing key, advanced code development where necessary to ensure consistent delivery of high-quality services and products to THDA staff; supervises all developer positions within the Information Technology Division.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Essential duties and responsibilities include the following. Other duties may be assigned.

- Directly supervises staff; interviews, makes hiring recommendations, and trains employees; makes assignments and monitors work; develops employee skills and encourages growth and development; reviews and evaluates employee performance; addresses workplace issues and provides guidance, coaching, and disciplinary measures for staff; addresses personnel issues in conjunction with appropriate leadership and the Human Resources division.
- Performs the role of Lead Developer on all programming projects, including the communication and enforcement of coding standards, reviewing the work of team members, and performing key code development where necessary.
- Develops and enforces all programming procedures and standards with the oversight of the Director of Information Technology; uses industry best practices surrounding the Agile System Development Life Cycle (SDLC) methodology.
- Exercises a knowledge of project management and software development techniques and works closely with Project Manager to complete the requirements of software applications; examines project deliverables in a timely manner for adherence to organization standards to ensure that user and system requirements are met.
- May conduct reviews with users of preliminary system design products and plans; reviews program design to ensure compatibility with needs and business requirements.
- May investigate the availability of application software packages that will accomplish proposed system or program goals, researching and evaluating similar systems and participating in vendor demos to determine if existing software may meet user requirements.
- Creates database objects, user interface code, business logic, reports, Structured Query Language (SQL) scripts and stored procedures, and other code required to implement systems; creates, defines, and implements application frameworks.
- Resolves problems encountered in the use of THDA-developed applications, which can include working with other Information Technology staff; de-bugs computer programs selecting appropriate application development languages and troubleshooting tools.
- Maintains technical knowledge of software development techniques, investigating new tools and utilities for software development as necessary.

MINIMUM QUALIFICATIONS

The requirements listed below are representative of the knowledge, skills, and/or abilities required.

Education and Experience:

- Associate's Degree in Information Technology or a Bachelor's Degree.
- Bachelor's degree with a major in data processing, computer science, or other related field preferred.
- Five years of professional level experience in systems analysis, application design, or software development of business information systems.
- Two years experience as a Team Lead, Development Manager, or similar role leading and/or supervising people.

The above qualifications express the minimum standards of education and/or experience for this position. Other combinations of education and experience, if evaluated as equivalent, may be taken into consideration.

Knowledge, Skills, Abilities, and Competencies:

- Ability to effectively manage staff.
- Extensive experience with Microsoft Visual Studio.NET 201/2012/2013 programming suite, including VB, C#, Web Forms, Windows Forms, MVC, and Entity Framework.
- Extensive experience of client server and web based application architecture and development.
- Experience with Java Script, JQuery, and various web scripting languages.
- Experience with Microsoft Team Foundation Server 2010 or newer including Check-In/Out, Shelving, Branching, Reversion, Work Item Queries, Area, Iterations, and the Build Agent.
- Advanced proficiency working with SQL 2008 R2 and above, including the development and use of stored procedures and advanced SQL object management.
- Moderately proficient in SQL Server Reporting Services, Microsoft Excel, Access, Word, Visio and Outlook.
- Working knowledge of Internet Information Services 7+ concepts and configurations.
- Knowledge of project management and software development techniques and standards, specifically Agile SDLC methodology.
- Strong analytical and debugging skills.
- Strong organizational and decision-making skills.
- Maintains credibility through sincerity, honesty, and discretion.
- Strong interpersonal and verbal/written communication skills.
- Builds and maintains positive relationships with internal and external constituents.
- Strong time management skills; uses time effectively; consistently meets deadlines.
- Documents regularly, thoroughly, accurately and completely with a propensity for detail and accuracy.
- Exercises good and consistently fair judgment, courtesy, and tact in dealing with the staff and public in giving and obtaining information.

Special Demands:

The special demands described here are representative of those that must be met by a staff member to successfully perform the essential functions of this job.

- While performing the duties of this job, the employee is regularly required to sit; stand; use hands to finger, handle or feel; and talk and hear.
- The employee is occasionally required to walk; reach with hands and arms, and stoop, kneel, or crouch.
- Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust focus.

EQUAL OPPORTUNITY/EQUAL ACCESS/AFFIRMATIVE ACTION EMPLOYER

**PLEASE VISIT OUR WEBSITE AT WWW.THDA.ORG AND FOLLOW THE
ONLINE APPLICATION INSTRUCTIONS**

APPLICATION MUST BE COMPLETED AND RESUME ATTACHED FOR CONSIDERATION