

Job Description



Johnson County Government

Department of Human Resources

Job Title: Developer Analyst IV **Job Code:** 901033 **Job Family:** Information Technology
Pay Grade: JC.18.19 **FLSA:** Exempt **EEO:** Technician
Department/Agency: Countywide **Position Number(s):** Multiple
Recommended Position Title(s): Programmer Analyst, Developer Analyst

The following Core Competencies apply to everyone and are essential to all County jobs:

- Accountability – Follows-up on and meets commitments, takes ownership for work, and possesses a strong ability to stay focused on individual, department, and County results.
- Communication – Clearly and effectively expresses ideas and thoughts (verbally and in writing); listens actively.
- Customer Focus & Public Relations – Builds positive internal and external customer relationships; is committed to customer satisfaction; assumes responsibility for solving customer problems and ensures commitments to customers are met.
- Initiative – Independently acts to resolve problems and provide solutions; seeks out new responsibilities; generates new ideas; practices self-development.
- Safety – Understands and supports safety standards as required by the job; keeps the workplace clean and safe.
- Teamwork– Encourages and facilitates cooperation, pride, and trust among the team; fosters commitment and team spirit; works cooperatively with others to achieve overall goals.

The following Leadership Competencies apply to supervisors, managers, and executives based on designated responsibilities:

- People Management – Clearly defines subordinate roles and responsibilities; motivates employees to perform and delegates work effectively; applies consistent performance standards and handles performance problems decisively and objectively; leads by example.
- Operations Management – Directs and guides operations in alignment with the County's and department's overall goals and objectives; ensures the execution of efficient processes to maximize the County's and department's resources; utilizes operational knowledge to make sound decisions.
- Strategic Leadership – Determines the strategic direction of the team or department in alignment with overall county goals; effectively communicates strategies internally and externally; creates a culture to support strategies and provides mechanisms to implement them; fosters buy-in and enthusiasm with employees.

Essential Duties:

- Leads and completes technical initiatives or programming assignments which may include complex issues, major enhancements and builds, system configuration changes, and runs production support processes; ensures system availability while facilitating growth in usage and increased functionality by applying knowledge of multiple programming languages and techniques.
- Works independently to design enterprise-wide systems that incorporate new technologies and architectures to enhance services to multiple groups of end users; develops business proposal responses for computing system requirements, and provides leadership to technical teams that implement large, technically complex systems.
- Leads design activities; develops and recommends processes and procedures; provides recommendations to organizational leaders on long-term strategic technology solutions/direction.
- Creates, reviews, and maintains documentation related to system software use and support including procedures, processes, metadata.

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- Transforms data into meaningful end-user information through the use of a variety of analytical tools.
- Provides technical guidance, plans activities, and develops project plans for the implementation or improvement of major systems with consideration of business needs, emerging technologies and future trends.
- Reviews, critiques, and advises technical activities of other analysts; trains and consults with internal/external customers, vendors and other technology staff.
- Acts as mentor and provides leadership to other analysts to achieve desired results; trains and consults with all levels of technical users, application designers, vendors, and technology staff; solves complex technical problems.

Supervisory Responsibilities:

- Yes No This position is also responsible for the supervision and leadership of employees, which includes making employment-related decisions and/or recommendations, and formally evaluating performance.

Duties and responsibilities, as required by business necessity may be added, deleted or changed at any time at the discretion of management, formally or informally, either verbally or in writing. Scheduling and shift assignments and work location may be changed at any time, as required by business necessity.

Minimum Job Requirements:

Bachelor's degree in Information Technology or related field and four years of Information Technology experience in a lead role are required. May require KS/MO driver's license, depending on department or agency.

Johnson County Government requires reference/background screening for all positions. Specified criteria may vary by Department/Agency.

Preferred Job Requirements:

No preferred job requirements.

Education/Experience Substitutions:

Yes No Experience may be substituted for degree.

Yes No Education may be substituted for experience.

Physical, Environmental, and Special Working Conditions:

All County employees may be called upon to assist other departments in a declared emergency situation.