



Job Description

(For Positions in CAW Local 555, Unit 1)

Job descriptions do not include every duty that an individual in a position performs. They are intended to be representative and characteristic of the duties required and the level of work performed. Depending upon the size of the department or unit and its functional activities, incumbents who fall into this category may perform all of the duties listed below or, in the case of large departments or units, may be assigned to designated specialized functions.

JD #:	JD00633	Pay Grade:	11
JD Title:	Lead Developer	JD FTE Hours:	35
Job Family:	IT		

General Description

The Lead Developer provides technical expertise which requires a working knowledge of the technical infrastructure underpinning the applications. Plans, consults, and coordinates complex project assignments in the design, development and implementation of applications software. Works as part of a service or project team to implement complex technical solutions that meet client and business requirements. Responsible for contributing to the planning of the work programs and the review, development, and modification of best practices and technical solutions. Provides supervision to a team of Developers.

Representative Duties & Responsibilities

- Manage work assignments of internal staff and schedule and monitor adherence to procedures, protocols, and standards.
- Act as an on-site project manager responsible for managing projects from inception to completion.
- Plan and establish project framework and identify project milestones to ensure the project is completed according to project specifications and within specified timelines.
- Manage work assignments of internal staff and schedule and monitor adherence to procedures, protocols, and standards.
- Construct complex application software code that integrates various systems of the University using multiple platforms and new methodologies.
- Accountable for the clarification, rationalization and documentation of project requests.
- Approve production migrations according to project involvement.
- Partner with the Project Team to maintain the information technology issues database, create new issues and track the status of open issues.
- Participate in the development of capital project charters and cost justifications.
- Responsible for integration and release management.
- Develop new application software specifications that encompass functional, programming, and system process flows.
- Conduct business analysis, determine and implement a course of action, set priorities, and recognize and take into account changing events and conditions during projects.
- Solve diverse and unusual problems by analyzing information where considerable interpretation of processes is required.
- Provide walkthroughs of systems and their interconnectivity with other applications in the organization.
- Ensure the detailed client specifications for all system components are valid and meet a defined set of requirements.
- Interview clients, review business rules, and determine business process flows.
- Act as a mentor to junior staff in the technical implementation aspects of projects.
- Estimate and plan project timelines and deliverables and adjust to unplanned changes and the impact on project schedules and resources.
- Negotiate with customers to set priorities, establish the fee-for-services, and discuss contingencies should a delivery date not be achievable or if the delivered product is not to the expectations of the client.
- Complete cost-benefit analyses to ensure that the client will see value and return on investment in resources such as, time savings, financial savings, and improved service.
- Develop and install new and modified University administrative applications systems using project management and application life cycle best practices.
- Complete the technical design, detailed specifications, programming system components, and system and integration

Representative Duties & Responsibilities

testing for new applications.

- Contribute to project management documents for tracking project steps and process flow.
- Document the logical flow of processes and data in reports and flowcharts.
- Coordinate various tasks, resources, and people required to carry out problem solutions including the identification and sequencing of database administrator functions, and setting security authorizations.
- Create project plans which include task lists, test plans, client training plans, and analysis and documentation of project implications on other functional areas.
- Write and document business requirements for projects.
- Define, develop, and perform application testing procedures.
- Adapt techniques and interpret or modify procedures to achieve objectives where any changes are within the agreed project scope and deliverables.
- Gather information from customers to determine business, auditing, and system requirements.
- Facilitate meetings with customers and interpret, assess, and evaluate customer business requirements in order to establish project scope and design criteria for systems.
- Write complex programs using various computing and scripting languages.
- Debug computer program code.
- Develop and modify interfaces for existing applications and systems while maintaining the integrity of data and processes.
- Develop components for new multi-faceted computer systems and revise existing systems comprised of numerous application components.
- Work with and understand complex data models and databases for the most effective and efficient organization of data based on processing requirements.
- Contribute to the review, development, and modification of best practices and technical solutions.
- Communicate project, issue, and system status to project leads and managers.
- Perform load and stress testing to anticipate the impact of application usage on the production service environment.
- Complete calculations used to estimate various capacity requirements such as database size.
- Search and gather information from a variety of sources including computer applications, internet, and legislative documentation and consolidate relevant information to complete environmental scans.
- Develop time and cost estimates for project assignments.
- Work cooperatively with others to effectively determine information and understand business requirements of a complex nature.
- Deliver presentations to team members as it relates to project work.
- Exchange technical information with colleagues during the application development process.
- Explain and exchange technical concepts and information to clients in a non-technical manner to ensure that the customer comprehends the issue.
- Provide advice to customers on alternative and recommended approaches to computing system solutions for meeting their business requirements.
- Provide production service implementation training to clients.
- Provide expertise and working knowledge of application components such as internet, intranet, mainframe, personal computer, and database structures.
- Interpret complicated technical program specification documents, translate, and develop into application code.
- Prepare and review operations documentation, training materials, and timelines.
- Provide Level III post implementation support to users regarding technical issues.
- Take ownership of technical issues by identifying underlying problems, analyzing potential solutions and implementing system resolutions, including workarounds.
- Apply and enforce department change control policies and procedures.
- Participate in all phases of testing including, but not limited to, system, integration, acceptance, regression, and performance.
- Manage defects identified during all phases of a project.
- Resolve problems in the test, production implementation, and post-implementation phases in coordination with other technical and business groups.
- Communicate testing results to others.
- Maintain information technology process flow, methodology, and control documentation.
- Update and maintain knowledge of application components such as, internet, intranet, personal computer, and database structures.
- Remain current with relevant development and project methodologies.

Representative Duties & Responsibilities

- Remain current with frequent updates and changes to technology.
- Work with project leads and managers to prioritize and schedule issues resolution.
- Remain current with security policies and procedures and work with System Administrators to implement security changes.
- Facilitate effective dialog between technical staff.
- Read and understand complex Business Process Diagrams and develop basic (Level II) models.
- Read and understand a complex project plan and develop simple project plans.
- Understand the different levels of testing and develop simple use cases and test scripts.
- Follow a test script and document defects.
- Acquire and maintain a basic understanding of Business Intelligence and Data Warehousing principles.
- Develop simple queries using basic Business Intelligence tools.
- Provide recommendations to supervisor.
- Perform a range of varied work activities in a variety of structured environments.
- Understand and use appropriate methods, tools, and applications to complete work tasks.
- Demonstrate a rational and organized approach to work and identify development opportunities.
- Plan, schedule, and monitor own work within short time horizons.
- Absorb technical information when it is presented systematically and apply it effectively.
- Organize time, work and resources to accomplish objectives in the most effective and efficient way.
- Use measurement methods to monitor progress toward goal attainment, tenaciously working to meet or exceed those goals, while deriving satisfaction from the process of goal achievement and continuous improvement.
- Ensure that the internal and external customer perspective is a driving force behind decisions and activities.
- Follow service practices that meet customers' and University needs.
- Interact with others in a way that gives them confidence in one's intentions and those of the University.
- Work collaboratively with others to achieve departmental and institutional goals. Actively participate as a member of a team to move the team toward the completion of goals.

Supervision

- Supervise and direct the activities of 1 to 4 continuing employees.

Qualifications

- Bachelor's degree in Computer Science, Business, or a related field of study.
- Requires 5 years of relevant experience, including one year of supervisory experience.

Effort

Physical Effort:

- A typical work day consists of greater than 3.5 hours of low physical effort for activities such as:
 - Intermittent periods of keyboarding to process documents, enter data into databases, and maintain accurate records.
- A typical work day consists of up to 2 hours of moderate physical effort for activities such as:
 - Keyboarding for a period of time when writing computer code.
- Elements of high physical effort are not a regular feature of this job.

Mental Effort:

- A typical work day occasionally requires routine mental effort for activities such as:
 - Collecting routine information, word processing routine documents such as correspondence and reports, and inputting data in databases and spreadsheets.
- A typical work day consists of up to 2 hours of moderate mental effort for activities such as:
 - Programming in a variety of software and scripting languages.
 - Providing advice to customers on alternatives and recommending approaches in computing system solutions for meeting their business requirements.
 - Providing walkthroughs of systems and their interconnectivity with other applications in the organization.
 - Explaining and exchanging technical concepts and information to clients in a non-technical manner to ensure customer comprehension of the issue.
 - Performing the technical analysis for production support activities and advising business users in the analysis of less complex issues.
- A typical work day consists of greater than 3.5 hours of high mental effort for activities such as:
 - Constructing complex application software code that integrates various systems of the University using multiple platforms and new methodologies.
 - Developing new application software specifications that encompass functional, programming, and system process flows.
 - Conducting business analysis, determining and implementing a course of action, setting priorities, and recognizing and taking into account changing events and conditions during projects.
 - Solving diverse and unusual problems by analyzing information where considerable interpretation of processes is required.

Working Conditions

Physical Environment:

- There are no adverse physical environment conditions inherent to the job.

Psychological Environment:

- Occasionally interacts with individuals who may be rude or upset.
- Frequently deals with multiple projects and simultaneous deadlines.

Health & Safety:

- Risk to the incumbent is no higher than for the general population.

Job Description Rating Sheet

(For Positions in CAW Local 555, Unit 1)

JD #:	JD00633	Pay Grade:	11
JD Title:	Lead Developer	Total Points:	676
Job Family:	IT		

Factor	Subfactor	Level Rating	Points
Skill	1. Applied Reasoning and Analytical Skills	6.0	128
	2. Breadth of Knowledge	2.0	13
	3. Adaptation to Change/Updating of Learning	2.5	17
	4. Interpersonal Skill	3.5	46
	5. Education and Experience	E4	104
	6. Dexterity and Coordination	2.0	12
Effort	7. Physical Effort	1.0	3
	8. Mental Effort	5.0	100
Responsibility	9. Planning and Coordination	4.0	64
	10. Responsibility for Others	4.0 ^{Full}	78
	11. Accountability for Decisions Actions Affecting People, Assets, and Information	4.0	93
Working Conditions	12. Physical Environment	1.0	3
	13. Psychological Environment	2.0	10
	14. Health and Safety	1.0	5