

**Opening Date:** August 6, 2020  
**Closing Date:** Open Until Closed  
**Work Location:** Austin, Texas  
**Posting Number:** 20-67  
**Monthly Salary:** \$6,065.75 - \$7,003.55\*  
**Group/Class:** B23/0243 or B25/0244  
**Travel %:** 0%  
**Division/Department:** O&A/IT / Application Development  
**Number of Positions:** 1

\* Salary commensurate with experience and qualifications

## **JOB VACANCY NOTICE**

### **Programmer III - IV**

*Texas Water Development Board, Stephen F. Austin Building  
1700 North Congress Ave., Room 670, Austin, Texas 78701  
Please contact Human Resources for accommodation requests.  
Phone: (512) 475-2142  
Apply at: Work in Texas [www.workintexas.com](http://www.workintexas.com) OR  
[HR@twdb.texas.gov](mailto:HR@twdb.texas.gov)*

**We offer a competitive compensation and benefits package including medical, dental, vision, 401(k), flexible spending, and flexible work hours so you can have a work/life balance! For more information about these benefits and more visit: <http://www.twdb.texas.gov/jobs/benefits.asp>**

#### **Veteran's Preference**

Veterans, Reservists or Guardsmen with an MOS or additional duties that fall in the fields of 25B Information Technology Specialist, IT Information Systems Technician, C4110 Command, Control, Communications, Computers and Information, 8846 Data Systems Specialist, 3D0X4 Computer Systems Programming or other related fields pertaining to the minimum experience requirements may meet the minimum qualifications for this position and are highly encouraged to apply.

Additional Military Crosswalk information can be accessed at

[http://www.hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC\\_InformationTechnology.pdf](http://www.hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_InformationTechnology.pdf)

#### **Job Description Summary**

Performs highly complex to advance (senior-level) computer programming and software development work. Work involves assisting the project manager in coordinating programming projects and developing and maintaining existing and new internal software and web applications used by TWDB; planning and analyzing user requirements, procedures and problems to automate processes and to improve existing systems; and analyzing and proposing computer applications and providing technical assistance. Demonstrates superior technical ability to create complex SQL queries, views, and stored procedures. Creates informative and aesthetically pleasing reports in Microsoft SQL Server Reporting Services using SQL queries, stored procedures, parameters, grouping, and sub-reports. May train others. Works under minimal to limited supervision; with moderate to considerable latitude for the use of initiative and independent judgment. Reports to the Manager of the Application Development Department.

#### **Essential Job Functions**

- Codes, tests, and debugs computer application programs and/or geospatial viewers as outlined by technical and functional requirements.
- Assists in the identification and scheduling of project deliverables, milestones, and required tasks.
- Generates project requirements and provides effort estimates and resource requirements.
- Develops, analyzes, and revises system design procedures, program code, test procedures, and quality standards.
- Codes, tests, and debugs computer application programs as outlined by technical and functional requirements.
- Uses current software design and development methodologies and techniques to ensure quality and maintainability of applications and systems.

Female and minority applicants are encouraged to apply.

The Texas Water Development Board does not discriminate on basis of race, color, national origin, sex, religion, sexual orientation, age, or disability in employment or provision of services, programs, or activities.  
Please visit TWDB Career Page: <http://www.twdb.texas.gov/jobs/> for more information.

Males born on or after January 1, 1960, will be required to present proof of Selective Service registration on the first day of employment or proof of exemption from Selective Service registration requirement. All offers of employment are contingent upon the candidate having legal authorization to work in the United States. Failure to present such authorization within the time specified by the U.S. Department of Labor will result in the offer being rescinded. Candidates must be eligible to work in the United States without requiring sponsorship. Only applicants interviewed will be notified of their selection or non-selection. Resumes will not be accepted in place of a completed State of Texas application unless indicated.

*TWDB participates in E-Verify! Information from each new employee's Form I-9 will be provided to the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS) to confirm work authorization.*

HR-002 (Non-Supervisory)  
Revised 06/26/2020



The TWDB is in compliance with the Americans with Disabilities Act and makes reasonable accommodations for applicants and employees with disabilities. If a reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits of employment, please contact the Human Resources Division for assistance at (512) 475-2142. Deaf and hard of hearing applicants may contact our office via Relay Texas at 1-800-735-2989 (TTY/TDD).

## Job Vacancy Notice (cont.)

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- Prepares unit test plans and test data for the applications being modified or created.
- Develops diagrams and flowcharts to represent operations and data flow for applications.
- Works with systems analyst to create technical documentation for applications.
- Prepares and develops instructions or manuals for end users.
- Researches and analyzes project proposals and software and system modifications.
- Analyzes proposed computer applications in terms of equipment requirements and capabilities.
- Analyzes, reviews, and revises code to increase operating efficiency or to adapt to new procedures.
- Confers with staff members to schedule work and coordinate programming projects.
- Assists in developing standards, best practices, and procedures for programming staff.
- Assists in the generation or installation of systems software.
- Develops and implements specialized programs to supplement and enhance systems software.
- May train others.
- Maintains confidential and sensitive information.
- Ensures individual and team files (electronic and hard versions) are appropriately maintained and timely disposed of in accordance with the agency's records retention procedures and schedule.
- Maintains required certifications and licenses and meets the continuing education needs and requirements of the position to include, attending mandatory training courses.
- May be required to operate a state or personal vehicle for business purposes.
- Performs other duties as assigned.

### **Minimum Qualifications**

- Graduation from an accredited four-year college or university with major coursework in Computer Science, Information Science, Management Information Systems, Information Technology, Geography (GIS-related), or related field.
- Five years of experience programming web-based applications using ASP.NET, C#, HTML, CSS, AJAX, and/or JavaScript.
- Relevant education and experience may be substituted on a year-for-year basis.

### **Preferred Qualifications**

- Six or more years of experience programming web-based applications using ASP.NET, C#, HTML, CSS, AJAX, and/or JavaScript.
- Experience with Geographic Information Systems and developing/programming GIS web applications.
- Experience with Azure DevOps, formerly known as Visual Studio Team Services.
- Two to four years of experience designing and developing reports using Microsoft SQL Server Reporting Services, Microsoft SQL Server Management Studio, and Business Intelligence Development Studio.
- Experience developing applications using ASP.NET Model View Controller (MVC) framework.
- Experience working for a State of Texas agency.

### **Knowledge, Skills, and Abilities (KSAs)**

- Knowledge of local, state, and federal laws and regulations relevant to the Application Development department and of the principles and practices of public administration.
- Knowledge of the principles, practices, and techniques of computer programming and systems analysis.
- Knowledge of the Software Development Life Cycle (SDLC).
- Knowledge of relational databases.
- Knowledge of Microsoft SQL Server 2005/2012/2016, including Database Management and Development tools and Reporting Services.
- Knowledge of Microsoft Visual Studio.NET 2008/2010/2012/2015/2017.
- Knowledge of Microsoft Internet Information Services.

## Job Vacancy Notice (cont.)

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- Knowledge of Windows Server 2003/2008/2012/2016.
- Skills in using Microsoft Office programs such as Word, Excel, and Access.
- Skills in use of internet, email, word processing, spreadsheet, presentation, and database software.
- Skills in computer programming.
- Skills in the development of ASP.NET, C#, HTML, CSS, AJAX, Python, and/or JavaScript applications.
- Skills in providing excellent customer service both internally and externally.
- Skills in decision making and problem solving.
- Skills in building cooperative partnerships with and providing services and products to internal and external customers.
- Skills in modifying or developing computer applications.
- Ability to use VB Script and access databases.
- Ability to develop, analyze, and design system requirements and processes.
- Ability to adhere to work schedules, follow procedures with respect to leave and submit accurate timesheets by prescribed deadlines.
- Ability to make mature, objective decisions and identify areas of potential problems.
- Ability to perform effectively and willingly when changes occur in scope and nature of the work and work environment.
- Ability to perform routine and non-routine work assignments accurately and on-time with little or no supervision.
- Ability to perform assigned duties and improve work habits and/or output.
- Ability to complete assigned work, on time, neatly and with infrequent errors.
- Ability to interpret policies, procedures, and regulations.
- Ability to provide prompt, courteous and accurate assistance and clear and concise communication to internal and external stakeholders both verbally and in writing.
- Ability to work and cooperate with others in a team environment.
- Ability to manage multiple tasks.
- Ability to stand/sit/move with no physical limitations or aids to perform activities such as retrieve/replace files in a large file system for boxes up to 30 lbs.
- Ability to operate a vehicle (state or personal) for state business and maintain a driver's license and driving record that complies with state and agency requirements.
- Ability to work days that may exceed 8 hours, including early mornings, nights, and weekends.
- Ability to train others.

### Remarks

- Copy of required academic transcripts and/or licensures and driving record must be submitted at the time of hire. Failure to provide required documentation will result in no further consideration for employment.
- Important Notice: Otherwise qualified candidates who are ultimately considered for potential employment with the Texas Water Development Board may be the subject of a request for any criminal history record information maintained by the Texas Department of Public Safety (DPS). Evidence of a criminal conviction or other relevant information obtained from the DPS shall not automatically disqualify an individual from employment with the Texas Water Development Board.