

**Opening Date:** September 20, 2021  
**Closing Date:** Open Until Filled  
**Work Location:** Austin, TX  
**Posting Number:** 22-08  
**Monthly Salary:** \$4,598.67 - \$7,083.34\*  
**Group/Class:** B23/0243  
**Travel %:** 5%  
**Division/Department:** TNRIS/GIS/Information Services  
**Number of Positions:** 2

*\*Salary commensurate with experience and qualifications*

# JOB VACANCY NOTICE

## Software Developer (Programmer III) TEMPORARY REVISED

*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, 181X RL - Special Duty Officer – Cryptologic Warfare Officer, 0673 Applications Developer 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  
[https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC\\_InformationTechnology.pdf](https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_InformationTechnology.pdf).

### Job Description Summary

Performs highly complex (senior-level) geospatial developer work. This position will work with a small team of developers and play a fundamental role in helping the Texas Water Development Board (TWDB) research, develop, manage, and publish water data and geospatial information for the state of Texas as part of the Texas Water Data Hub Project. Work is guided by Texas Natural Resources Information System (TNRIS) staff and tasks are oriented around development of the front end of the Texas Water Data Hub with open-source programming tools, backend infrastructure and data architecture. Work may involve development or refinement of internal-facing tools for collaborating and managing water datasets and geospatial data supporting the hub project. Existing application (CKAN) will be used as an open data portal, but custom pages will need to be developed. May train others. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Reports Director of the Geographic Information Services Division.

### Essential Job Functions

- Leads application development of the Texas Water Data Hub, including back-end architecture and data ingestion framework.
- Works with project team to create an intuitive system to index, document, search, and access Texas water data.

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.)

Posting number 22-08

- Works collaboratively alongside designers and data scientists to develop to and implement custom web-based pages for CKAN using modern tools and frameworks.
- Work with application designer to develop the user interface and functional concepts for potential use in enhancing user experience visiting the hub
- Work with potential contracting staff to help guide CKAN best practices and development.
- Produces and maintains detailed technical documentation and presents solution briefings to management and other development team members.
- Follows established software development processes and TNRIS documentation using source code revision control, continuous integration, and rapid release cycles.
- Uses issue tracking and project management systems to document functional issues, future tasks, and lessons learned.
- Researches, installs, monitors, and maintains geospatial software and related system tools as needed to support TNRIS and TWDB activities.
- Assesses system performance, throughput, and reliability to optimize user experience.
- Synthesizes changing business requirements and determines impact to application architecture and schedule.
- Reviews, tests, and revises existing applications, databases, servers, and infrastructures as required.
- Monitors applications, services, and databases to track usage and performance, and modify as necessary.
- Regularly advises project team members on status of active systems and development activities.
- 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 college or university with major coursework in Computer Science, Computer Engineering, Information Systems, or similar degree program.
- Five years of experience with web application development, programming, server administration, or similar.
- Experience evaluating and resolving complex business and technical problems across multiple disciplines.
- Experience with modern JavaScript development, e.g., React or similar.
- Relevant education and experience can be substituted on a year-for-year basis.

### **Preferred Qualifications**

- More than five years of experience with web application development.
- Experience with open-source programming tools or open data portals, such as CKAN.
- Experience with cloud-based infrastructure such as Amazon Web Services, automated deployment tools, and/or Unix-based environments.
- Experience with open web, e.g., CSS, HTML, JavaScript, and Python, or similar.
- Experience with high-level scripting languages to automate common data management tasks.
- Experience with agile methodologies or equivalent software practices.
- Experience using source revision control, issue tracking systems, and continuous integration or similar systems.

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

- Knowledge of local, state, and federal laws and regulations relevant to TNRIS and of the principles and practices of public administration.
- Knowledge in CKAN or similar open-source data management systems.
- Knowledge in front-end web technologies.
- Knowledge of relational database management systems.
- Knowledge of terminal/bash commands and navigation of an operating system, and Unix-based environments.
- Knowledge in source code revision control and management systems, especially Git & GitHub.
- Knowledge in modern JavaScript Development and Frameworks, e.g., Django and Flask.
- Knowledge in web mapping services and servers, e.g., REST, WMS, WMTS, WFS, or GeoJSON.
- Knowledge of software development practices and methodologies.
- 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 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 communication and documentation for audiences of all technical levels.
- Skills in presenting ideas and concepts to staff and stakeholders as needed.
- 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 and willingness to travel 5% of the time, primarily within the state of Texas.
- 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 workdays that may exceed 8 hours, including early mornings, nights, and weekends.
- Ability to train others.
- Ability to communicate clearly and concisely, verbally, and in writing. A
- Ability to manage multiple tasks and schedule work in order to maintain regular progress on assignments and meet deadlines.
- Ability to work and cooperate with others in a team environment.
- Ability to learn new technologies and frameworks, adapt strategies when necessary, and get things done.

Job Vacancy Notice (cont.)

Posting number 22-08

**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.