JOB VACANCY NOTICE

Software Developer
(Programmer II - III)

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 OR
HR@twdb.texas.gov

Texas Water Development Board’s Mission
Leading the state’s efforts in ensuring a secure water future for Texas and its citizens.

The Texas Water Development Board (TWDB) endorses telecommuting and hybrid workplace plans, in addition to other flexible work alternatives. We offer 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.

Job Description Summary
Performs complex (journey-level) to highly complex (Senior-level) software development work. Work involves assisting the Texas Natural Resources Information System (TNRIS) to manage and publish geospatial information for the state of Texas. Serves on a small core team of developers overseeing web development projects under the guidance of the TNRIS Deputy Executive Administrator (DEA). Projects are typically oriented around public-facing web sites, services, and mapping applications or internal-facing tools for collaborating. Responsible for managing TNRIS' vast archive of geospatial data. Responsible for overseeing cloud environment while designing, planning, and implementing cloud and application management procedures. Existing applications are primarily written in JavaScript (with node.js) or Python. Applications are hosted in a cloud-based environment. May train others. Work as a self-motivated, independent, and innovative problem solver. Works under general to limited supervision, with moderate to considerable latitude for the use of initiative and independent judgment. Reports to the Information Services Manager.

Essential Job Functions
- Works collaboratively to oversee the development and testing of web-based applications and websites using modern tools and frameworks.

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 5/10/22

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].
• Develops, maintains, and updates TNRIS websites as required (e.g., tnis.org, data.tnris.org, map.texasflood.org, texasstatewaterplan.org).
• Works collaboratively with the Design, Innovation, and Marketing team to design applications, gather requirements, and user testing.
• Identifies new user interface and functional concepts for potential use in our web applications.
• Produces and maintains detailed technical documentation and presents solution briefings to management and other development team members.
• Follows established software development processes through the use of source code revision control, test-driven development, continuous integration, and rapid release cycles.
• Uses issue tracking and project management systems to document lessons learned.
• 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, cloud infrastructure, and databases as required.
• Monitors applications, services cloud network, and databases to track usage and performance and modify as necessary.
• Advises Manager 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.
• Assists in supporting the Texas State Operations Center (SOC) and other state entities during times of emergencies as directed by the Director of Geographic Information Services of TNRIS.
• Performs other duties as assigned.

Minimum Qualifications
• Graduation from an accredited four-year college or university with major coursework in Computer Science, Computer Engineering, or a related field.
• Experience in web application development.
• **Programmer III** – Two years of experience in web application development.
• Experience using source revision control, issue tracking systems, and continuous integration or similar systems.
• **Programmer III** - Two years of experience using source revision control, issue tracking systems, and continuous integration or similar systems.
• Experience with agile methodologies or equivalent project management software practices.
• **Programmer III** – Two years of experience with agile methodologies or equivalent project management software practices.
• Relevant education and experience can be substituted on a year-for-year basis.

Preferred Qualifications
• Three years of experience with web application development.
• Three years of experience using source revision control, issue tracking systems, and continuous integration or similar systems.
• Experience with open-source web development tools.

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 of AWS infrastructure, automated deployment tools, and/or unix-based environments.
Knowledge of rich internet application architecture, the Model-View-Controller pattern, and the languages of the open web - CSS, HTML, and JavaScript.
Knowledge of spatial and full-text search database extensions.
Knowledge of scripting languages to automate common data management tasks.
Knowledge of software development practices and methodologies.
Knowledge of context-sensitive search and tagging strategies for unstructured data.
Skills in using Microsoft Office programs such as Word, Excel, and Access.
Skills with modern JavaScript development and the node.js ecosystem.
Skills in front-end JavaScript frameworks such as React, Angular, Ember, Backbone, or similar.
Skills in front-end web mapping technologies such as Leaflet, CartoDB, Esri, OpenLayers, GoogleMaps API, or Bing Maps.
Skills in source code revision control and management systems, especially git (hub).
Skills in database management and design, particularly in PostgreSQL and PostGIS.
Skills in web mapping services and servers.
Skills in use of internet, email, word processing, spreadsheet, presentation, and database software.
Ability to learn new technologies and frameworks, adapt strategies when necessary, and get things done.
Ability to schedule work in order to maintain regular progress on assignments and meet deadlines.
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.

**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.