
Programmer Analyst II

The Howard County Public School System (HCPSS) is one of the leading school systems in the state of Maryland and the nation. In alignment with our [*Strategic Call to Action*](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

DESCRIPTION

Under the direction of the Coordinator of the Student Information System (SIS), the Programmer Analyst II will utilize application development software and SQL tools to transform information into meaningful and actionable insights. The Programmer Analyst II will design, develop, test, deploy, maintain, and support systems that deliver value to stakeholders. The Programmer Analyst II will play a significant role in strategic development and leading projects, as well as oversee resources, change management, and quality management initiatives.

ESSENTIAL POSITION RESPONSIBILITIES

- Manages and gathers business requirements to design and develop processes and modules for the Student Information System (SIS).
- Oversees and manages the technical aspects of the enterprise application systems and processes.
- Develops, implements and supports interfaces for data moving to and from the enterprise systems and complex reports using application/software development tools, SQL, .Net and/or Microsoft Reporting Tools.
- Collaborates and works cross-functionally with internal and external stakeholders to ensure data consistency, integrity, and accurate generation for reporting and analytics of information.
- Develops, manages, and executes projects, project plans, and team activities.
- Organizes and manages several tasks and projects with concurrent time sensitive deadlines.
- Communicates changes and progress with stakeholders, and complete projects.
- Develops, maintains, optimizes, tests, automates, and streamlines maintenance and development efforts to enhance business processes.
- Leverages and utilizes SQL queries and other tools to develop interfaces and reports.
- Conducts troubleshooting of problems in real-time in order to diagnose the root cause of system issues.
- Reports and escalates issues to management as needed.
- Consistently assesses personal strengths and weaknesses to pursue training and development opportunities to continuously build upon knowledge and skills while sharing expertise with other team members.
- Prioritizes assigned work to keep daily responsibilities and projects moving forward in a timely manner in order to meet deadlines and manage projects with efficiency and accuracy.
- Prepares and works with confidential and sensitive data and documents while adhering to CIPA, FERPA and HIPAA regulations.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

MINIMUM QUALIFICATIONS

Applicants must meet all the qualifications listed below to be considered for the vacancy.

Education:

- A Bachelor's degree Computer Science, Mathematics, Statistics, IT or a related field from an accredited college or university.

Experience:

- At least seven (7) years of experience working in enterprise applications; front-end and back-end development and experience managing enterprise programs, project portfolios, and small to large individual projects.

PREFERRED QUALIFICATIONS

- Experience with .Net, AWS, Powershell, and Linux.
- Experience using version control system(s) – GitHub.
- Experience with Microsoft SQL Server, including the latest product features.
- Experience working within a preK-12 or college/university setting specifically with architecture and data modules.

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based on your education, training, and experience as they relate to the requirements and preferred qualifications of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours of work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

EMPLOYMENT INFORMATION

This is a 12-month per year position in the Howard County Education Association's Educational Support Professionals (HCEA-ESP) employee unit. The current salary range for this position is on the Technical Central Office and School Based salary scale, Grade 26, \$93,690 - \$141,180. Salary will be determined by actual relevant experience and in conjunction with salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

Under the HCPSS Telework Program, this position may be eligible for a hybrid work schedule. Telework schedules will be determined by the department and/or supervisor. Telework during the probationary period will be subject to approval and based on the needs of the department and the school system.

APPLICATION REQUIREMENTS

Complete applications must be submitted by the closing date. Information submitted after this date will not be added. Incomplete applications will not be accepted. Resumes will not be accepted in lieu of a completed application.

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and documents) required to verify that you meet the minimum qualifications.
- All supplemental materials (i.e.: resume, letter of introduction, and transcripts) are required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact:

Sandy Saval
Human Resources Business Partner
Office of Human Resources
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Equal Opportunity Employer

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.