



AN EQUAL OPPORTUNITY EMPLOYER
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

ANNOUNCES AN OPEN RECRUITMENT FOR:

PROGRAMMER/ANALYST I, II, III, OR IV
Application Deadline: OPEN UNTIL FILLED

DEPARTMENT:	Information Services
LOCATION:	Countywide
SALARY:	Level I – Range 68 \$4188 \$4398 \$4616 \$4841 \$5088
	Level II - Range 72 \$4601 \$4835 \$5071 \$5320 \$5589
	Level III - Range 75 \$4941 \$5191 \$5442 \$5717 \$6005
	Level IV - Range 79 \$5427 \$5701 \$5984 \$6283 \$6600

****BENEFITS:** CalPERS Retirement System: Existing (“Classic”) CalPERS members as of January 1, 2013, (2% at 55) – Inyo County pays employee contribution for current CalPERS members; New CalPERS members hired after January 1, 2013 (2% at 62) will be required to pay at least 50% of normal cost. Medical Plan – Inyo County pays a portion of employee and dependent monthly premium on PERS medical plans; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

DEFINITION:

To plan, design, customize, and maintain designated applications software from the pre-programmed to specialized to multi-functional levels of complexity; to analyze designated user/business needs and processes within the County organization, assess potential or existing problem situations and design technical solutions; to implement, debug, test, migrate, and document new and/or modified applications and systems; to provide and coordinate the most advanced technical and specialized software support to users; and to function as a positive and cooperative team member.

ESSENTIAL JOB DUTIES:

Acts as liaison and primary resource between in-house users, commercial software/hardware vendors and consultants; provides technical expertise and over-all perspective; ensures adherence to design specifications and Information Services defined and professional standards and methodologies. Completes daily operations tasks as assigned; provides hands-on support for designated user requests; conducts the work necessary to complete/implement assigned projects. Confers with and conducts meetings with a variety of user groups to gather all necessary information and documentation; facilitates the information flow and implementation activities across departmental and/or organizational lines as necessary. Defines and documents requirements for data, operational processes, logical processes, operating software and hardware, system integration, internal and external checks and controls and user expectations within the context of budgetary, technology and resource constraints. Meets with user groups on a periodic and regular basis to discover new/changed system expectations; conducts feasibility studies including needs and cost/benefit analyses to evaluate the impact of desired and required changes. Researches and analyzes available technology as appropriate; documents and reports findings and recommendations.

Analyzes environmental and system security based on current and anticipated operational needs and legal requirements; implements changes as directed. Writes and maintains technical specifications and procedures for assigned systems/projects and in support of technical staff and user groups. Develops and execute project plans for given assignments. Other related duties may be required as assigned based on skill set and experience.

Must have ability to stand, walk, kneel, crouch, crawl, stoop, squat, twist, climb, climb and descend stairs, sit for prolonged periods of time, use a telephone, and lift up to 50 pounds; must have ability to reach and lift above shoulder level; normal hearing and vision.

EMPLOYMENT STANDARDS:

Characteristics/Education and Experience Requirements:

Level I: This is the entry/training classification within the Information Services Programmer-Analyst job series. Employees in this job class must be capable of providing strong and advanced technical support to users in the installation, configuration, troubleshooting, and preventive maintenance of designated hardware and software products while learning the higher level analytical functions of this professional/technical job series. Incumbents in this job class perform the more routine analytical and design functions while developing a broader knowledge and more advanced application design/report writing skills through on-the-job training and under direct supervision of more experienced Analysts. Information Services Programmer-Analyst I is flexibly staffed with Information Services Programmer-Analyst II, and incumbents normally advance to the higher level upon demonstration of the required proficiency and skills, and satisfying the experience requirements.

Receives general supervision while performing the more advanced technical user support functions and direct supervision while learning the analytical and systems design functions from the Director of Information Services, his/her designee, or a departmental director/manager. May receive technical or functional supervision from higher level personnel.

High school graduate or equivalent with a minimum of one year experience as a Network and Operations Analyst or equivalent position with proficiency in operating systems, network management, specific hardware and software. A Bachelor's degree is desirable.

Level II: This is the first journey level classification within the Programmer-Analyst job series. Incumbents in this classification perform professional analyst duties of a limited scope and moderate complexity in an independent manner and receive only occasional instruction or assistance as new or unusual situations arise. As experience and proficiency is gained, there is greater independence of action and increased scope and complexity of assignments. Incumbents in this job class may be assigned as responsible team members and staff to large multi-functional, multi-departmental projects.

Receives general supervision from the Director of Information Services, his/her designee, or a departmental director/manager. May receive technical or functional supervision from higher level personnel. May exercise technical and functional supervision over clerical, technical, or entry level professional staff as assigned and on a project by project basis.

High school graduate or equivalent with a minimum of two years' experience as a Programmer-Analyst or equivalent position with proficiency in operating systems, application support, software design and software programming. A Bachelor's degree is desirable.

Level III: This is the second journey level classification within the Programmer-Analyst job series. Incumbents in this classification perform responsible professional analyst duties the more complex software systems in an independent manner and receive only occasional instruction or assistance as new or unusual situations arise. Incumbents in this job class utilize programming and business analyst skills in a variety of applications development activities to include general systems logic design, flow charting, input and output formatting, and de-bugging/testing design. Incumbents in this job class may be required to identify and support future and current network infrastructure needs and to support and maintain operational systems such as host systems, network infrastructure and data communications.

Receives general supervision from the Director of Information Services, his/her designee, or a departmental director/manager. May receive technical or functional supervision from higher level personnel. May exercise technical and functional supervision over clerical, technical, or entry level professional staff as assigned and on a project by project basis.

A Bachelor's degree in computer science or related fields; qualified experience in software development, analysis and design may be substituted for the desired education on a year for year basis; plus one year employment as a Programmer-Analyst or equivalent position with proficiency in operating systems, application support, software design and software programming.

Level IV: This is the full journey level classification within the Programmer-Analyst job series. Incumbents in this job class possess and apply advanced levels of specialized and professional analytical skills and knowledge and may serve as team leader/project manager for designated and major computerized systems. Incumbents in this job class perform the most difficult and responsible duties including providing advanced technical/professional support to system users and other Information Services Technicians/Analysts, and/or consultants on assigned systems design, implementation and/or

maintenance projects. Incumbents in this job class generally work independently and require outstanding problem-solving, organizational, and communications skills as well as considerable knowledge of a variety of software systems and products.

Receives consistent direction from the Director of Information Services. May receive technical or functional supervision from higher level personnel. May exercise technical and functional supervision over clerical, technical, or entry level professional staff as assigned and on a project by project basis.

A Bachelor's degree in computer science or related fields; qualified experience in software development, analysis and design may be substituted for the desired education on a year for year basis; plus two or more years employment as a Programmer-Analyst or equivalent position with proficiency in operating systems, application support, software design and software programming.

Special requirements: Must possess a valid California driver's license; must successfully complete a California Department of Justice "Criminal Justice System Employee" background check prior to employment.

SELECTION: Selection procedures will be determined by the number and qualifications of applicants and may include a qualification screening, written examination, skills examination, and oral examination.

APPLICATION: **This recruitment will remain open until position has been filled.** Applications must be received at the Inyo County Personnel Department, P.O. Box 249, Independence, CA 93526. **Must apply on Inyo County application form.** A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. It is not acceptable to complete the application with statements like "See/Refer to Resume" or "See Attached". Incomplete applications will not be processed.

The County of Inyo has work sites located throughout the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancho) and the Death Valley area (Death Valley, Tecopa, and Shoshone). **All positions are considered Countywide.** Positions are assigned to a work site based upon the needs of the County. Positions may be temporarily or permanently reassigned to another work site as deemed necessary by the Department Head and/or County Administration.

REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES: Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0377 prior to the examination process.

CITIZENSHIP/IMMIGRATION STATUS: Inyo County employs only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.