



# University of Tennessee Position Description:

## IT Software Developer II

**Unit:** UTSA IT Services  
**FLSA:** Exempt  
**Date:** February 25, 2014

**Job Code/Title:** #30000277/IT Software Developer II  
**Pay Grade:** 40

**General Description:**

Designs, develops, tests, and documents complex software solutions that will execute independently or as part of a larger information system. Business processes include programming to support the academic and research mission of the University.

**Duties and Responsibilities:**

- Modifies and implements vendor software, designs and develops test plans, and performs tests on purchased software solutions
- Develops software applications using programming languages and/or software development tools that satisfy a variety of user needs
- Performs maintenance, upgrades, and testing of purchased software solutions
- Develops documentation as necessary to complete specific assignments
- Communicates with users to determine requirements and to convey progress on changes
- Performs moderate- to advanced-level problem analysis on software applications
- Maintains small to medium sized systems with a considerable amount of independence
- Performs other related duties as required

**Job Specifications:**

**Behavioral Skills:**

|                         |              |                             |              |
|-------------------------|--------------|-----------------------------|--------------|
| Accountability          | Basic        | Mentoring                   | Basic        |
| Analytical Thinking     | Intermediate | Problem Solving             | Advanced     |
| Building Relationships  | Intermediate | Process Orientation         | Advanced     |
| Change Advocacy         | Basic        | Project Management          | Basic        |
| Effective Communication | Intermediate | Service Area Expertise      | Advanced     |
| Empowerment             | Basic        | Teamwork                    | Intermediate |
| Initiative              | Intermediate | Thoroughness and Efficiency | Intermediate |
| Learning                | Advanced     |                             |              |

**Professional Skills:**

|  |         |                                  |         |                                      |         |
|--|---------|----------------------------------|---------|--------------------------------------|---------|
| Information Security                   | Level 3 | Business Modeling                | Level 2 | Configuration Management             | Level2  |
| Information Analysis                   | Level 3 | Data Analysis                    | Level 2 | Change Management                    | Level 3 |
| Information Content Publishing         | Level 3 | Systems Design                   | Level 2 | Release and Deployment               | Level 3 |
| Technical Specialism                   | Level 4 | Database/Repository Design       | Level 3 | Security Administration              | Level 3 |
| Research                               | Level 3 | Programming/Software Development | Level 3 | Applications Support                 | Level 3 |
| Business Risk Management               | Level 4 | Information Content Authoring    | Level 2 | IT Operations                        | Level 2 |
| Emerging Technology Monitoring         | Level 4 | Testing                          | Level 2 | Database Administration              | Level 3 |
| Continuity Management                  | Level 4 | User Experience Analysis         | Level 3 | Network Support                      | Level 2 |
| Methods and Tools                      | Level 4 | User Experience Evaluation       | Level 3 | Problem Management                   | Level 3 |
| Project Management                     | Level 4 | Systems Integration              | Level 3 | Service Desk and Incident Management | Level 4 |
| Portfolio, program and project support | Level 3 | Porting/Software Integration     | Level 3 | Quality Assurance                    | Level 3 |
| Business Analysis                      | Level 3 | Installation and Integration     | Level 4 | Quality Standards                    | Level 2 |
| Requirements Definition and Management | Level 3 | Availability Management          | Level 4 | Conformance Review                   | Level 3 |
| Business Process Testing               | Level 4 | Service Level Management         | Level 2 |                                      |         |

**Knowledge:**

Knowledge requirements establish the level of mastery (basic, intermediate, advanced, or expert) a candidate must poses with specific technologies, products, services, processes, methods, regulations, or policies that are necessary to perform the responsibilities of the position. Due to the frequent changes in Information Technology, these requirements are established and communicated in the posted job description at the time of search for vacant positions. Knowledge requirement changes to filled positions are normally incorporated during the annual performance review process or as needed.

**Minimum Qualifications:**

**Education:**

Associates degree in a relevant field or equivalent relevant experience

**Experience:**

Two years relevant experience