



University of Tennessee Position Description:

IT Software Developer III

Unit: UTSA IT Services

Job Code/Title: #3000278/IT Software Developer III

FLSA: Exempt

Pay Grade: 42

Date: February 25, 2014

General Description:

Leads technical design, modification, development, testing, and documentation of complex software solutions (purchased software, internally developed software, software modifications, and software interfaces) that execute independently or as part of a larger information system.

Duties and Responsibilities:

- Modifies and implements software designs, oversees development of test plans and testing of software (in-house, purchased, or enhanced purchased software) solutions of high complexity
- Manage personnel during project duration
- Builds software “bridges” between various software packages and/or applications
- Develops reports using data from multiple sources, ensuring all data is synchronized and quiescent
- Analyzes business processes and prioritizes user development requirements to achieve maximum efficiency in software for projects committed
- Performs maintenance, upgrades, and testing of purchased software solutions
- Develops documentation to complete assignments
- Communicates with users about requirements and conveys progress on task
- Stays abreast of changes to UT policy and state and federal regulatory changes
- Stays informed on latest technology and computer hacking and security risks
- Performs moderate- to-advanced-level problem analysis on software applications
- Manages and maintains large systems with a significant level of independence
- Researches, trains, and leads new technology initiatives as requested
- Performs other related duties as required

Job Specifications:

Behavioral Skills:

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

Professional Skills:

IT Governance	Level 4	Requirements Definition and Management	Level 4	Service Level Management	Level 3
Information Management	Level 4	Business Process Testing	Level 5	Service Acceptance	Level 4
Information Security	Level 4	Business Modeling	Level 3	Configuration Management	Level 4
Information Analysis	Level 5	Learning Design and Development	Level 4	Change Management	Level 4
Information Content Publishing	Level 4	Learning Delivery	Level 4	Release and Deployment	Level 4
Consultancy	Level 4	Data Analysis	Level 4	Security Administration	Level 4
Technical Specialism	Level 5	Systems Design	Level 4	Applications Support	Level 4
Research	Level 4	Database/Repository Design	Level 4	IT Operations	Level 2
Innovation	Level 5	Programming/Software Development	Level 4	Database Administration	Level 3
Business Risk Management	Level 5	Information Content Authoring	Level 3	Network Support	Level 2
Emerging Technology Monitoring	Level 5	Testing	Level 3	Problem Management	Level 4
Continuity Management	Level 4	User Experience Analysis	Level 4	Service Desk and Incident Management	Level 4
Software Development Process Improvement	Level 5	User Experience Evaluation	Level 4	Quality Assurance	Level 5
Data Management	Level 4	Systems Integration	Level 4	Quality Standards	Level 4
Methods and Tools	Level 5	Porting/Software Integration	Level 4	Conformance Review	Level 3
Project Management	Level 5	Installation and Integration	Level 5	Technology Audit	Level 5
Portfolio, program and project support	Level 4	Capacity Management	Level 4		
Business Analysis	Level 4	Availability Management	Level 5		

Knowledge:

Knowledge requirements establish the level of mastery (basic, intermediate, advanced, or expert) a candidate must possess 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:

Bachelor's degree in a related field or equivalent relevant experience

Experience:

Four years of relevant experience