



University of Tennessee Position Description:

IT Software Developer IV

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

Job Code/Title: #30000279/IT Software Developer IV
Pay Grade: 44

General Description:

Directs and participates in the complex and mission-critical technical analysis, design, modification/development, testing, and documenting of complex software solutions (purchased software, in-house developed custom software, and software modifications) that execute independently or as part of a larger information system.

Duties and Responsibilities:

- Identifies, evaluates, supports, and solves complex software application and software integration issues
- Identifies strategic areas of development and directs projects to achieve this development
- Forms project teams including non-departmental experts to accomplish University goals
- Provides analysis and input for development, clarification, and revision of University business processes
- Provides guidance and direction of most effective way to develop and/or integrate software solutions, including evaluation of proposed software purchases
- Identifies, researches, and disseminates new technologies as appropriate
- Interacts with external vendors and contractors to develop complex software solutions that facilitate achievement of UT’s stated strategic mission
- Migrates data and software functionality from obsolete platforms and systems to new architecture or systems
- Performs emergency maintenance on mission-critical, time-dependent software systems
- Performs maintenance, upgrades, and testing of purchased software solutions
- Schedules routine software maintenance
- Performs or delegates software operations duties
- Facilitates meetings where participants may have disparate opinions and/or goals to achieve buy-in and consensus
- Designs and collects metrics on software efficiencies, cost savings, and productivity for new and existing projects
- Provides project status reports to internal and external management
- Prioritizes work based on user priorities, legal requirements, and availability of University resources
- Performs other related duties as required

Job Specifications:

Behavioral Competencies:

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

Skill Competencies:

IT Governance	Level 5	Methods and Tools	Level 6	Installation and Integration	Level 5
Information Management	Level 5	Project Management	Level 6	Capacity Management	Level 4
Information Security	Level 6	Portfolio, program and project support	Level 5	Availability Management	Level 5
Information Assurance	Level 5	Business Analysis	Level 5	Service Level Management	Level 4
Information Analysis	Level 5	Requirements Definition and Management	Level 5	Service Acceptance	Level 4
Information Content Publishing	Level 5	Business Process Testing	Level 5	Configuration Management	Level 5
Consultancy	Level 5	Business Modeling	Level 4	Change Management	Level 5
Technical Specialism	Level 6	Learning Design and Development	Level 5	Release and Deployment	Level 5
Research	Level 5	Learning Delivery	Level 5	Security Administration	Level 4
Innovation	Level 6	Data Analysis	Level 5	Applications Support	Level 5
Business Process Improvement	Level 5	Systems Design	Level 5	IT Operations	Level 2
Enterprise and Business Architecture Development	Level 5	Database/Repository Design	Level 5	Database Administration	Level 3
Business Risk Management	Level 5	Programming/Software Development	Level 5	Network Support	Level 2
Emerging Technology Monitoring	Level 6	Information Content Authoring	Level 5	Problem Management	Level 5
Continuity Management	Level 4	Testing	Level 5	Service Desk and Incident Management	Level 4
Software Development Process Improvement	Level 6	User Experience Analysis	Level 5	Quality Assurance	Level 5
Network Planning	Level 5	User Experience Evaluation	Level 5	Quality Standards	Level 5
Solution Architecture	Level 5	Systems Integration	Level 5	Conformance Review	Level 3
Data Management	Level 5	Porting/Software Integration	Level 5	Technology Audit	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:

Seven years of relevant experience