



Applications Development Engineer III

Job Code	20000273	Job Family	Technology	Professional / Knowledge Worker	
Department	Various	Reports to	Mgr ITS Applications	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2059	This Job is a Lead	No
Last Updated	12/1/2022				

Accountability for Workplace Culture

Our PUD values are at the center of our culture. Putting the safety, health, and well-being of our communities and those we work with is valued above all else and everyone on Team PUD must meet this commitment daily. Nothing we do in achieving our Mission is worth a single injury, and all who interact with us must feel they are valued and welcomed as individuals.

Everyone on Team PUD, in all positions, is accountable for achieving this safe and welcoming culture by:

1. Taking full ownership for the safety of themselves and their coworkers, while ensuring everyone feels valued and welcomed.
2. Taking action to identify and eliminate their own and others' at-risk behaviors, including the behaviors that may undermine another's feelings of being welcomed and valued.
3. Following all safety rules and regulations and ensuring the PUD's expectations for conduct and respect are maintained.
4. Openly sharing near-misses, safety learning opportunities, and ways we can learn to be a more welcoming place while encouraging others to do the same.
5. Utilizing Stop Work Authority to intervene with anyone, anytime, in any place.
6. Intervening or seeking guidance to stop actions that are harmful to the wellbeing, health, or sense of belonging of others, and which are detrimental to our PUD values.

Job Summary

Leverage intellectual curiosity, business acumen and technical aptitude to solve complex business problems. Build, enhance and support complex applications and integrations (on-premise and in the cloud) using the latest software design methodologies and development languages. Provide technical support throughout the application technology stack as well as software development consulting to business functions, management and executive leadership.

Accountabilities

Accountability #1

Fiscal Management: Deliver exceptional value to our customers through fiscally responsible planning and management by leading development of technology systems that deliver cost effective and efficient maintenance through adhering to best practices and standards on behalf of our customers and stakeholders. Leads efforts to meet reliability and availability Key Performance Metrics. Provides input to solutions that provide value and continually enhance operational processes. Provides vendor management to ensure adherence to contract terms and service levels, and similar responsibilities.

Accountability #2

Business Innovation & Continual Improvement: Deliver exceptional value to our customers through continual improvement and innovation by leading in the implementation of system changes based on business needs, providing technical expertise to support in the analysis, evaluation of options, and solutions. Responsible for configuration/development/administration, test, and documentation to ensure delivery of quality technical solutions that reliably and sustainably meet the needs of the Organization. Generally, works on changes with high risk and business impact, and similar responsibilities.

Accountability #3

Cyber Security (Security, PII, and Confidentiality) and Compliance: Achieve the highest level of employee and community trust in how the District manages data and system security by leading in the security and confidentiality of technological systems, processes, and data on behalf of our customers and stakeholders. Applies cyber security best practices through system administration, development, configuration, and similar responsibilities. Ensures access to protected data (PII, HIPPA, etc.) is limited to authorized personnel only. Designs solutions that ensure cyber security and continually adjusts to operational processes to improve and ensure security and privacy requirements, and similar responsibilities.

Accountability #4

Operational Support: Achieve the highest level of employee and community trust in how the District

manages system operations by leading in configuration, administration, support, and maintenance of the District's computer systems. Installs, develops, sets up, and tests hardware and software systems. Troubleshoots and resolves technical issues as they arise. Provides customer support by responding to all technology requests. Provides support based on operational best practices and methodologies (e.g. Agile, ITIL, Industry Standards, etc.), and similar responsibilities.

Accountability #5

Collaboration and Customer Service: Demonstrate powerful partnerships that reflects an understanding of customer needs by providing customer service (internal and external) through effective communication and collaboration to ensure technology needs are met to support District's mission in providing reliable and cost effective service. Builds and maintains effective relationships with stakeholders inside and outside the organization (e.g., customers, peers, cross-functional partners, external vendors, alliance partners). Contributes to building and sustaining an inclusive and equitable working environment by supporting all District employees. Actively supports and encourages every team member to share their ideas in an open and inclusive manner, and similar responsibilities.

Accountability #6

Position Specific: Maintain transparency and the trust of our customers and stakeholders in how the District manages application development by facilitating operations of the core design and development services for software engineering, application building and integration, enhancement, and maintenance of our core enterprise business applications by developing service and change request solutions, leading by example within the team to build and support ad hoc design services, provide input into applications development, integration and enterprise strategy, contribute to the work management planning process, and facilitate strategic applications technology or development projects, and similar responsibilities.

Accountability #7

Accountability #8

Accountability #9

Accountability #10

Minimum Qualifications Note

The minimum qualifications listed below are representative of the knowledge, skills, and abilities needed to perform this job successfully, as described in the Accountabilities. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential Accountabilities (duties and responsibilities) of this position. If you need assistance and/or a reasonable accommodation due to a disability during the application or recruiting process, please contact Human Resources at HRRecruiting@snopud.com, or by phone at 425-783-8655.

Qualifications – Education and Experience

Minimum Required Education and Experience:

Bachelor's Degree in Computer Science/IT, Engineering, Mathematics, Business, or related field,
AND

Four (4) years of progressively more responsible experience using development tools,
programming languages, coding platforms, software engineering practices and methodologies;

OR

Eight (8) years of progressively more responsible experience using development tools,
programming languages, coding platforms, software engineering practices and methodologies.

Preferred Education and Experience:

Qualifications – License(s) and/or Certification(s)

Minimum Required License(s) and/or Certification(s):

Preferred License(s) and/or Certification(s):

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Development tools, programming languages, and platforms
Software engineering practices and methodologies
Customer Service practices and principles
Batch and real time transaction processing environments
System analysis and design
Application Development, integrations and quality assurance (testing) methodologies
Project Management principles, practices and methodologies
Root Cause analysis and troubleshooting
Business concepts /theories/practices
Application Architecture Principles
Cyber security best practices
Codes complex or high risk application components
Performs complex maintenance and problem resolution of software applications
Maintains full technical knowledge of applications development tools and methods within a specific platform or technology; instructs and guides others, providing peer review to ensure quality assurance
Demonstrates in-depth knowledge of technical design alternatives and implications of each
Develops and implements application maintenance plans to address technical and business issues
Integrates applications applying knowledge of software architecture, including - but not limited to clustering, transactions, memory management and messaging
Integrates with complex third-party systems using middleware and/or messaging products
Adheres to defined programming standards, structured coding techniques and generally accepted best practices
Manages performance tuning for custom applications
Develops and performs complex system conversions
Develops, maintains and executes disaster recovery procedures
Performs alternatives and cost benefit analysis
Identifies, documents and resolves highly complex incidents and problems and notifies others as appropriate based on escalation procedures
Recognizes subtle changes in the design or performance of highly complex applications or systems
Has in-depth knowledge of the business and consults with business partners to attain desired results
Understands complete life cycle of the District's business operations and aligns IT activities to solve complex business problems
Influences others through consulting on technology, software and services
Leads continual improvement initiatives
Leads medium to large projects
Works with project manager to develop realistic work estimates, financial budgets and project schedules
Reviews project deliverables for accuracy and provides assistance with mentoring others

Defines project scope, objectives and technical requirements and creates project schedules
Supports a participative and collaborative work environment
Estimates effort and resource requirements for large projects involving multiple departments, platforms and technologies that may have a high level of risk

Preferred Skills and Abilities:

Proven Experience in the development and application of frameworks and concepts across multiple systems and environments in two or more of the following:
Mobile web development technologies and environments
Application Server technologies including Cloud specific
Development tools, frameworks and languages
Integration and middleware technologies
Databases and data access methods
Perform technical analysis of moderate to highly complex system related problems that may span multiple systems and provide resolution options
Review vendor maintenance notifications and associated action plans and determine and implement appropriate actions
Serves in a consultant role between business, technical staff, management and vendors regarding service requests, change requests, usage, standards and security
Lead and influence others in the application of industry specific business planning concepts and practices in decision making and carrying out job responsibilities
Communicate with audiences of varying levels demonstrating solid business oral, writing and presentation skills
Interpret technical information and explain in understandable terms
Perform critical thinking using a structured approach to problem identification, analysis and solution identification
Use independent and discretionary judgment and apply risk and impact analysis in decision making
Work with and maintain confidential information
Work collaboratively in a team environment with a commitment to the overall success of the group
Architect technology solutions that meet the business needs
Manage vendor deliverables and expectations to achieve successful outcomes
Identify business process improvement, solution design and metrics to measure and optimize business capabilities

Competencies

The following competencies describe the cluster of behaviors associated with job success in the job group identified as “Professional / Knowledge Worker”.

- Adaptability
- Building Customer Loyalty
- Building Partnerships
- Communication
- Continuous Improvement
- Continuous Learning
- Courage
- Decision Making
- Earning Trust
- Emotional Intelligence Essentials
- Facilitating Change
- Influencing
- Initiating Action
- Innovation
- Leveraging Feedback
- Mentoring
- Planning and Organizing
- Positive Approach
- Professional Knowledge and Aptitude
- Stress Tolerance
- Technology Savvy
- Valuing Differences
- Work Standards

Physical Demands

Physical Demands List

Frequency

Sit	Constant (67-100%)
Walk	Occasional (11-33%)
Stand	Occasional (11-33%)
Drive	Seldom (1-10%)
Work on ladders	Never
Climb poles or trees	Never
Work at excessive heights (note heights in open text box below)	Never
Twist	Seldom (1-10%)
Bend/Stoop	Seldom (1-10%)
Squat/Kneel	Seldom (1-10%)
Crawl	Seldom (1-10%)
Reach	Seldom (1-10%)
Work above shoulders (note specific activity in open text box below)	Never

Use Keyboard /mouse	Constant (67-100%)
Use wrist (flexion/extension)	Seldom (1-10%)
Grasp (forceful)	Never
Fine finger manipulation	Constant (67-100%)
Operate foot controls	Seldom (1-10%)
Lift (note weight in open text box below)	Never
Carry (note weight in open text box below)	Never
Push/Pull (note specifics in open text box below)	Never
Work rapidly for long periods	Never
Use close vision	Constant (67-100%)
Use distance vision	Seldom (1-10%)
Use color vision	Constant (67-100%)
Use peripheral depth perception	Seldom (1-10%)
Speak	Frequent (34-66%)
Hear	Frequent (34-66%)

Additional Physical Demands not listed above and associated frequency below.

Mental Demands

Communication

	Frequency
Understand and carry out simple oral instructions	Frequent (34-66%)
Understand and carry out complicated oral instructions	Frequent (34-66%)
Train other workers	Seldom (1-10%)
Work alone	Frequent (34-66%)
Work as a member of a team	Constant (67-100%)
Follow standards for work interactions	Constant (67-100%)
Write communications for clarity and understanding	Constant (67-100%)
Speak with clarity with others	Constant (67-100%)

Comprehension

	Frequency
Read and carry out simple instructions	Constant (67-100%)
Read and carry out complicated instructions	Occasional (11-33%)
Retain relevant job information	Constant (67-100%)

Reasoning

	Frequency
Read and interpret data	Constant (67-100%)
Count and make simple arithmetic additions and subtractions	Constant (67-100%)
Use intermediate and/or advanced math	Occasional (11-33%)

Organization	Frequency
Plan own work activities	Occasional (11-33%)
Plan work activities of others	Seldom (1-10%)
Direct work activities of others	Seldom (1-10%)
Resilience	Frequency
Work under pressure	Occasional (11-33%)
Work for long periods of time	Seldom (1-10%)
Work on several tasks at the same time	Frequent (34-66%)

Additional Mental Demands not listed above and associated frequency below.

Work Environment

Environmental Conditions List	Frequency
Exposure to weather	Never
Wet and/or humidity	Never
Atmospheric conditions	Never
Confined/restricted working environment	Never
Vibratory Tasks – High	Never
Vibratory Tasks – Low	Never

Additional Environmental Conditions in this job not listed above and the associated frequency below.

Risk Conditions List	Frequency
Exposure to Heights	Never
Exposure to Electricity	Never
Exposure to Toxic or Caustic Chemicals	Never
Working with Explosives	Never
Exposure to Radiant Energy	Never
Extreme Cold	Never
Extreme Hot	Never
Proximity to Moving Mechanical Parts	Never
Noise Intensity	Never
Exposure to animals	Never

Working with angry customers

Seldom (1-10%)

Additional Risk Conditions present in this job not listed above and the associated frequency below.

On-Call Status and Frequency

On-Call is required.

- Yes
- No

On-call activities and frequency.

Work Location

The primary assignment for this position is:

- Remote
- Office Hybrid
- On-Site
- Field/Job Site

While this description has provided an accurate overview of responsibilities, it does not restrict management's right to assign or reassign duties and responsibilities to this job at any time. This position description is designed to outline primary duties, qualifications, and job scope, but not limit our employees or the organization to complete the work identified. In order to serve our customers best, each employee will offer their services wherever and whenever necessary to ensure the success of the District in serving our customers, to further the safety, health, and inclusivity of employees and the public, and achieve expectations of the District overall, while also remaining flexible in recognition of the employee's wellbeing.