Lead Applications Development Engineer

Job Code	20000999	**Job Family**	Technology	**Professional / Knowledge Worker**	
Department	Various	**Reports to**	Mgr ITS Applications	**Union Status**	Non-Represented
FLSA Status	Exempt	**Pay Grade**	2060	**This Job is a Lead**	Yes
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 ensuring 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. Ensures systems meet reliability and availability Key Performance Metrics. Designs solutions that provide value and continually enhance operational processes. Ensures vendor management to ensure adherence to contract terms and service levels. Provides direction to strategic planning to gain the most value from contract negotiations and vendor relationships for solution implementation and ongoing operations, and similar responsibilities.

Accountability #2

Business Innovation & Continual Improvement: Deliver exceptional value to our customers through continual improvement and innovation by leading and managing all aspects of implementation of enterprise system changes based on business needs. Develops technology strategies to support District strategic initiatives by providing technical expertise to support 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. Provides mentorship to team members. 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 ensuring and leading the operations and strategic direction of technological systems, processes, and data are cyber secure 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 by providing leadership and guidance to staff. 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 ensuring the configuration, administration, support, and maintenance of the District's computer systems. Installs, develops, sets up, and tests hardware and software systems. Ensures troubleshooting and the resolution to technical issues as they arise. Oversees customer support by ensuring all technology requests are responded to. Ensures ability of staff support based on operational best practices and methodologies (e.g. Agile, ITIL, Industry Standards, etc.). Generally leads on development, change decisions, and troubleshooting for high risk systems and enterprise wide business impacts, 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 leading the day-to-day 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 lead 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

Six (6) years of progressively more responsible experience using development tools, programming languages, coding platforms, software engineering practices and methodologies;

OR

Ten (10) 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
- Provides strategic leadership to specific applications, applications integration, and/or applications development methodologies
- Leads and provides technical expertise for multiple application technologies across the utility's business operations and software, and multipole technology and systems platforms
- Plans and executes complete lifecycle for complex application components based on functional requirements; considers computer equipment capacity and limitations, operating time and form of desired results
- Designs highly complex applications interfaces and integration across diverse systemsIntegrates at an enterprise level using third party middleware or messaging products, or by designing and implementing custom interfaces and mapping for those interfaces
- Demonstrates proficiency in systems design, data structures and hardware interfaces across multiple, diverse operating environments
- Responsible for capacity and performance management of the enterprise applications and systems architecture
- Develops and performs complex system conversions
- Develops, maintains and executes disaster recovery procedures across platforms
- Performs alternative and cost benefit analysis
- Highest escalation resource for unprecedented technology issue resolution
- Recognizes subtle changes or problems in the design or performance of highly complex applications or systems
- Has expert 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 optimally achieve business results
- Negotiates by managing communications through discussions and compromise with senior and

executive leadership
Sponsors continual improvement initiatives
Leads large or enterprise-wide projects
Estimates effort and resource requirements for very large, high risk, highly complex projects having enterprise-wide impact

Preferred Skills and Abilities:

Demonstrates leadership and expertise in the development and application of frameworks and concepts enterprise wide 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 languagesIntegration and middleware technologies
Databases and data access methods
Applies expert knowledge and is an advisor in the technical analysis of highly complex systems 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 an expert advisor role between business, technical staff, management and vendors regarding service requests, change requests, usage, standards and security

Competencies

The following competencies describe the cluster of behaviors associated with job success in the job group identified as "Leader" at the Manager level.

Adaptability
Aligning Performance for Success
Building Customer Relationships
Building Talent
Coaching
Communication
Continuous Improvement
Continuous Learning
Courage
Creating a Culture of Trust
Creating an Inclusive Environment
Customer Focus
Delegation and Empowerment

Driving for Results
Driving Innovation
Emotional Intelligence Essentials
Empowering Decision Making
Execution
Guiding Team Success
Initiating Action
Inspiring Others
Leveraging Feedback
Positive Approach
Professional Knowledge and Aptitude
Selecting Talent
Stress Tolerance
Technology Savvy

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.