

Advanced Solutions

a DXC Technology Company

Position Title:	Intermediate Developer	Classification:	IS27
Department:	Application Services	Job Code:	00S50K
Work Unit:	Application Development Services	Job Title:	Information Systems Officer
Manager Title:	Director, Application Development Services	Last Updated:	October 2021

DEPARTMENT OVERVIEW

Advanced Solutions' Application Services department is responsible for planning, developing, and maintaining the business systems for our various BC public sector clients. Many systems are considered mission critical government applications; used by over 1M users in multiple locations around the province and the general public accessing government information.

DESCRIPTION

Reporting to the Team Lead, Application Development, the Intermediate Developer has a wide breadth of experience in many of the applications and technologies listed below in "Knowledge, Skills and Abilities". They are self-directed yet collaborate and share information freely. They see the bigger picture and suggest ways that applications can be improved. The Intermediate Developer is approached by, and proactively leads, other team members for guidance and support. They can handle multiple tasks at once and can complete work within assigned timeframes. The Intermediate Developer will be assigned development tasks ranging from simple to complex activities with more focus on the more complex tasks. They may be called upon to take part in project development, and/or review of project development. As well as internal team leadership and support, they readily work with other areas of Advanced Solutions, or with clients, as appropriate.

ACCOUNTABILITIES/DELIVERABLES

1. Provides analytical and programming support for the development, maintenance and enhancement of applications.
 - Designs, develops, tests and implements system enhancements to meet new or changing user needs;
 - Provides ongoing support by reviewing application performance, identifying problems, initiating corrective actions and recommending improvements;
 - Develops and tests or leads the development and testing of new support and maintenance requirements, and supports users in the implementation of application modifications and enhancements;
 - Prepares detailed solution documents / technical specifications and consults with Business Analysts, other Advanced Solutions technical staff, Client Relationship Managers and Clients to diagnose operating problems;
 - Maintains and enhances computer systems including change management and problem solving activities; and
 - Maintains awareness of industry trends, techniques, and developments.

2. Provide leadership, consulting, technical advice and problem resolution.
 - As needed, provide team leadership for developers, under assistance and coaching of the team lead and director;
 - Provide direction and mentorship to developers in relation to best practices;
 - Recommend/review approach and solutions to resolve application defects of significant impact;
 - Identify opportunities, trade-offs and broader issues arising from changing information technologies; and
 - Provide, explain, apply and interpret IS information, standards, policies and practices Work with team members to identify and implement process improvement opportunities.

3. Participates on project teams in the development of new/enhanced systems.
 - Participates in the development and testing of computer systems;
 - Produces, maintains and updates technical documentation describing the technical environment;
 - At time, provides guidance, direction and assistance to junior staff and/or consultants supporting the applications; and
 - Participates in the review of development proposals from consultants.

4. Ensures information technology solutions meet defined business needs.
 - Participates in and/or leads the production of systems specifications such as software, hardware, technical environments, functions, information files, data load;
 - Specifies user and system interfaces, such as menu, screen dialogue, inputs, reports, corrections, process rules, security, audit controls, recovery routines, contingency procedures;
 - Translates logical designs into physical designs, taking into consideration environment, performance requirements, existing system and safety/security requirements using tools and techniques that may include object oriented analysis, design and programming;
 - Documents all work in compliance with required standards, methods and tools;
 - Produces logical designs and identifies common processes; and
 - Works with other technical staff (i.e. DA, DBA, Security Analyst, etc.), to produce, update, or translate models into appropriate corporate models or DB schemas.

5. Performs other related duties.
 - Ensures technical and quality assurance standards are applied;
 - Participates in the evaluation of hardware/software to assess their applicability to business needs; and
 - Provides “troubleshooting” technical advice to users and the Help Desk.

SUPERVISORY RESPONSIBILITIES

Type of Report	#	Type of Report	#
Direct (directly supervises assigned staff)	0	Indirect reports (supervises through subordinate supervisors)	0

PROJECT/TEAM LEAD OR TRAINING RESPONSIBILITY

Role	Y/N	Role	Y/N
Supervises students or volunteers	N	Provides formal training to other staff	Y
Leads project teams	Y	Assigns, monitors, and examines work of staff	Y

FINANCIAL RESPONSIBILITY

Provides cost data input into the planning of hardware and software upgrades.

SELECTION CRITERIA

Education and Experience

- Degree in a related field (e.g. computing science, business) and three years of related experience; or
- Diploma in a related field (e.g. computing science, business) and four years of related experience; or
- Certificate in a related field (e.g. computing science, business) or program completion, or some course work, and five years of related experience; or
- Nine years of related experience; and
- Equivalent combinations of education, training and experience may be considered.

Knowledge, Skills, and Abilities

- Advanced competency in Object-Oriented programming and design;
- Experience developing and managing collaborative web applications;
- A solid command of data modeling, development, performance tuning and scaling with relational database technologies;
- Demonstrated experience in application design, design patterns and performance tuning;
- Ability to build and maintain positive working relationships; and
- Ability to learn new and rapidly-changing technologies and maintain currency on essential tools;

Advanced level working knowledge in 5 or more, is a subject matter expert (SME) in one or more, with hands-on experience in several of the following:

- .NET
- Java
- JavaScript;
- Relational Databases (MS SQL, Oracle)
- Git, Subversion;
- HTML, CSS;
- Continuous Integration/Delivery;
- RESTful APIs;
- Docker/Containers

Experience with these is desired but not essential:

- IIS, Apache, NGINX;
- PowerShell
- NodeJS
- Spring

REQUIRED COMPETENCIES

All Advanced Solutions employees are required to display the following competencies:

- Customer Focus
- Integrity and Trust
- Ethics and Values
- Motivating Others
- Drive for Results
- Building Effective Teams
- Priority Setting
- Decision Quality
- Business Acumen
- Organizing

DEPARTMENT STRUCTURE

