PUBLIC UTILITY COMMISSION OF TEXAS
JOB DESCRIPTION

Classified Title: Programmer IV - V		**Working Title:**	Programmer
Class Code: 0244, 0245 **Salary Group:** B26, B28		**Position #:**	00040432
FLSA Status: Computer, Exempt		**EEO Category:**	Technical
Division: Agency Operations		**Supervisor:**	IT Director

GENERAL DESCRIPTION
Perform highly complex to advanced computer programming work in the Information Technology department. Work involves planning and scheduling programming projects; analyzing proposed computer applications; and providing technical programming assistance. Work under minimal supervision, with considerable latitude for the use of initiative and independent judgment.

ESSENTIAL FUNCTIONS
- Code, test, and debug programs as outlined by business process and system's technical and functional requirements.
- Develop diagrams and flowcharts used to represent operations and data flow for applications.
- Analyze, design, plan, diagram, and verify procedures for existing and proposed computer applications.
- Schedule and manage individual application development projects.
- Analyze proposed computer applications in terms of hardware requirements and capabilities.
- Analyze, review, and revise programs to increase operating efficiency or to adapt new business processes or procedures.
- Research and analyze requirements for project proposals, software and systems modifications, and new application development projects.
- Develop standards and procedures for ongoing application development.
- Develop and implement specialized programs to supplement and enhance existing PUC systems and software.
- Provide technical advice and assistance in matters related to business analysis and workflow for programming activities.
- Assist in the deployment and installation of PUC systems and software.
- Prepare instructions and procedures for use during implementation of software modifications, system modifications or new products.
- Assist application development staff in testing and debugging PUC systems and software.
- Attend work regularly and observe approved work hours in accordance with agency leave and attendance policies.
- Demonstrate a spirit of teamwork, offering positive and constructive ideas, encouragement, support to other members of the staff and team, and respond professionally to constructive feedback from others, while upholding the PUC's mission and core values.
- Adhere to all PUC personnel policies and division procedures and perform other work as assigned.

MINIMUM QUALIFICATIONS
- Programmer IV: Graduation from an accredited four (4) year college or university with major coursework in computer science or a related field and a minimum of four (4) years full time experience in website development and maintenance, computer programming and application design, development, implementation and support work.
- Programmer V: Graduation from an accredited four (4) year college or university with major coursework in computer science or a related field and a minimum of five (5) years full time experience in website development and maintenance, computer programming and application design, development, implementation and support work.

- Additional experience in a position involving website development and maintenance, computer programming and application design, development, implementation and support work may be substituted for education on a year for year basis.

PREFERRED QUALIFICATIONS
- Mendix Intermediate Developer Certification (or higher).
- Experience with applying Agile software development methodologies to develop process-driven applications.

KNOWLEDGE, SKILLS AND ABILITIES
Must possess required knowledge, skills, abilities, and experience and be able to explain and demonstrate, with or without accommodations, that the essential functions of the job can be performed.

- Knowledge of the principles and techniques of system analysis, relational databases, application development, data processing, and data warehousing.
- Knowledge of Mendix, Java, JavaScript, C#, Python or equivalent Cloud-native development technology.
- Skill in the use of Microsoft SQL server database administration, SQL, stored procedures, and user-defined functions (UDF).
- Ability to process information logically; to design programs and systems logic; to prepare program specifications; to code, test, and debug computer programs; to interpret technical information related to computer programming and other areas of data processing.
- Ability to vet business and technical requirements, manage multiple tasks simultaneously, and comfortable with initially undefined projects.
- Ability to understand business needs, articulate trade-offs, and discuss solutions with both business analysts and developer teammates using strong problem-solving and analytical skills.
- Ability to communicate effectively; and to train others.
- Ability to maintain regular attendance and adhere to the approved work schedule.

WORK SCHEDULE
The PUCT operates on a standard work schedule of Monday through Friday, 8:00 a.m. to 5:00 p.m. Employees may request an alternative work schedule in accordance with the PUCT's Alternative Work Schedule Policy. Approval of such requests, including any form of telecommuting, is at management's discretion and based on the business needs of the agency and the requirements of the position.

PHYSICAL AND COGNITIVE REQUIREMENTS AND WORKING CONDITIONS
This position primarily involves sedentary office work and requires extensive use of computers, copiers, printers, and telephones. It also requires regular communication and collaboration with staff and the public. The position requires cognitive abilities to learn, recall, and apply practices and policies and the stamina to maintain attention to detail despite interruptions.

Work is performed in a standard office environment or, if approved by management under the PUCT's Alternative Work Schedule Policy, from a secure remote work location. Approval of remote work is at management's discretion based on business needs and position requirements.

The physical and cognitive demands described are representative of those that must be met by an employee to successfully perform the essential function of this position. Reasonable accommodations will be made in accordance with applicable laws.

This position requires:
- Regular and punctual attendance.
- Frequent use of personal computers, copiers, printers, and telephones.

- Prolonged periods of sitting.
- Frequent work under deadlines, as a team member, and in direct contact with others.
- Frequent moving and lifting objects up to ten (10) pounds.