



Human Resources Office

102 S. Hickory Avenue, Bel Air, Maryland 21014

Telephone: 410-588-5238

Email: talentmanagement@hcps.org

www.hcps.org

VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

June 9, 2025 revised

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

SOFTWARE DEVELOPER












Central Office – Office of Technology and Information Services

Effective July 1, 2025





Responsible for the development of custom software applications and/or the deployment of commercial software systems to meet the needs of the Harford County Public Schools.

ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE
















These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.

-  Perform the tasks associated with the software development lifecycle (analysis, design, development, testing, implementation, maintenance and enhancement) for all aspects of information systems of the Harford County Public Schools.
-  Develops custom in-house web applications.
-  Develops project cost estimates, alternatives and recommendations regarding new software applications or enhancements to existing applications.
-  Develops and operates data extraction, translation and load packages to interface on-premise and hosted software systems. Develops system integration using web services, interoperability agents and file transfers.
-  Develops and/or evaluates previously refined data and programs and selects from a range of alternatives to determine the appropriate action to be taken.
-  Develops and/or administers data reporting services (Cognos, Crystal, SQL Server).
-  Possesses and utilizes basic project management skills and works in a team development environment.
-  Develops or assists in the development of work plans and task sequencing.
-  Performs necessary research, analysis, and evaluation to determine project feasibility or to resolve technical issues.
-  Devises data verification methods and standard systems procedures.
-  Participates on committees as assigned.

SALARY

-  This is a full-time twelve-month position. Salary range based on the FY 2024-2025 AHCATSP (Grade E) Salary Schedule for Non-Certificated, Technical and Supervisory Personnel. Starting Salary: \$98,496– Maximum Earnings Potential \$129,964.
-  Full salary schedules can be found at the bottom of the Current Vacancies webpage <https://www.hcps.org/departments/humanresources/vacancies.aspx>
-  HCPS offers an expansive benefits package including individual and family medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
-  For a complete list of benefits, please visit the Employment Benefits section of the Human Resources webpage: <https://www.hcps.org/departments/HumanResources/Default.aspx>

TRAINING AND EXPERIENCE REQUIRED

-  For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the AHCATSP Negotiated Agreement:
<https://www.hcps.org/boe/collectivebargaining.aspx>
-  FLSA: Exempt
-  Bachelor's or Master's degree from an accredited college or university in Computer Science or a related field of study.
-  Minimum of four years of experience as a programmer/software developer or two years of experience with a portfolio of demonstrated programming/software development work.
-  Proficient in an Object Oriented programming language; C# or Java preferred.
-  Proficient in a software development methodology; AGILE preferred.
-  Experience developing web-based applications; ASP.NET, C# and Visual Studio preferred.
-  Experience with SQL data management tools; SQL Server Management Studio preferred.
-  Demonstrated proficiency with Microsoft Office/Office 365 or current version.
-  Working knowledge of current Microsoft Windows desktop and server operating systems to perform local administrator tasks.
-  Knowledge of Internet technologies, operating system, network, and relational database concepts.
-  Must be well organized with strong verbal/written communications skills; able to communicate ideas and solutions to diverse audiences.
-  Must possess basic project management skills to include work breakdown, estimation and scheduling.
-  Pro-active self-starter; able to work independently as well as within a team.
-  Commercial Off-the-Shelf software implementation, maintenance and administration experience preferred

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online employment applications will be accepted for this vacancy until the position is successfully filled. ***Candidates who apply by Tuesday, June 10, 2025, will receive immediate consideration***

The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or TitleIX@hcps.org. Inquiries related to your rights under Title VI or Title VII can be

directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or Renee.McGlothlin@hcps.org. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE