



## Human Resources Office

102 S. Hickory Avenue  
Bel Air, Maryland 21014  
410-588-5226 - [www.hcps.org](http://www.hcps.org)

AN EQUAL OPPORTUNITY EMPLOYER

### VACANCY ANNOUNCEMENT

August 26, 2021

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

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.

#### DUTIES AND RESPONSIBILITIES INCLUDE

*These items are intended only as examples of the various types of job duties to be performed. 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.
- Performs other work-related duties as assigned.

#### SALARY

Grade E of the 12 Month Salary Schedule for Non-Certificated Administrative, Technical and Supervisory Professionals (\$87,179 - \$105,330).

#### REQUIREMENTS

- Bachelor's or Master's degree from an accredited college or university in Computer Science (preferred) or 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 online application site, visit the Current Job Openings section of the HCPS website at [www.hcps.org](http://www.hcps.org). If you have questions or require assistance, please contact the Human Resources Office at 410-588-5226.

## DEADLINE

Online applications will be accepted for this vacancy until the position is successfully filled. Candidates who apply by **Thursday, September 9, 2021** will receive immediate consideration.

The Board of Education of Harford County does not discriminate on the basis of age, ancestry/national origin, color, disability, pregnancy, gender identity/expression, marital status, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

In accordance with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. §1681, *et seq.*), Harford County Public Schools does not discriminate on the basis of sex in any of its programs or activities or with regard to employment. Inquiries about the application of Title IX, and its implementing regulations to Harford County Public Schools may be referred to Dr. Paula Stanton, Harford County Public Schools Title IX Coordinator, by mail to 102 S. Hickory Avenue, Bel Air, Maryland 21014, or by telephone to 410-809-6064 or by email to [Paula.Stanton@hcps.org](mailto:Paula.Stanton@hcps.org), or the Assistant Secretary for the Office of Civil Rights in the United States Department of Education by mail to 400 Maryland Avenue, SW, Washington, DC 20202 or by telephone 1-800-421-3481, or both.

This document is available in alternative form upon request. To request disability-related reasonable accommodations, please notify a staff member in the Human Resources Office at the time you are contacted for an interview.

***AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE***