Senior Programmer Analyst
South Orange County Community College District

Job Title	Senior Programmer Analyst
Department	Information Technology and Security
Institution	South Orange County Community College District
	Mission Viejo, California
Date Posted	Apr. 30, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Professional Staff
Academic Field(s)	Administration - Other
Job Website	https://www.schooljobs.com/careers/socccd/jobs/4924090/senior-programmer-analyst
Apply By Email	
Job Description	

Application Instructions:

- Complete all sections and fields on the application and attach all required documents – incomplete applications may not be considered.
- Include all relevant education, training, and/or experience on the application.
- Do not include any personally identifiable, confidential, or otherwise unrequested information that does not pertain to job related factors (e.g., social security number, date of birth, pictures, etc.) on your application or attached documents.
- For job postings with a close date, all applications received by 11:59 PM (Pacific Time) on the job posting close date, will receive consideration.
- For job postings with an initial screening date, all applications received by 11:59 PM (Pacific

Time) on the job posting initial screening date, will receive priority consideration; however, typically the job posting will remain open, and continue to accept applications, until the position is filled.

- For job postings requiring professional references, include at least three (3) professional references from the following categories:

1. Current department chair(s) (for faculty) or supervisor(s);
2. Previous department chair(s) (for faculty) or supervisor(s) (from within the past five (5) years);
3. Master's thesis or Doctoral Dissertation advisor or supervisor (for faculty);
4. Colleague(s) or co-worker(s) who can address professional competency and skills relevant to the position; and/or
5. Other professional references.

Please note, professional references are typically contacted when a candidate is selected for, or as a finalist for, a position.

Description

Specifications are intended to present a descriptive list of the range of duties performed by employees in the position. Specifications are not intended to reflect all duties performed within the job.

SUMMARY DESCRIPTION

Under direction from IT management staff, leads, oversees, and participates in complex and difficult work of staff responsible for the design, programming, testing, installation, maintenance and support of software applications and information systems; and provides technical staff operational assistance to management.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from District IT Management staff.

REPRESENTATIVE DUTIES

The following duties are typical for this position. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

Participate with Agile development teams to develop requirements and produce software design and architecture.

Analyze user requirements from change management processes and recommend or implement solution approaches.

Write clean, scalable, extensible, and documented code using current object-oriented programming and scripting languages.

Test and deploy software applications and systems.

Revise, update, refactor and debug code.

Develop new software as well as maintain existing software applications.

Manage configurations for new or existing software applications.

Develop documentation throughout the software development life cycle.

Serve as an expert on software applications and provide technical support.

Leads, oversees, and mentors (technical supervision) Programmer Analysts and other team members as directed by management.

Participate in project meetings as appropriate to provide status, collect feedback, and stay informed on project status.

Perform related duties as required.

QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be

learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

Agile development methodologies.

Software development collaboration tools.

Software development concepts, principles, and theory.

Defensive programming practices.

Experience with one or more modern object-oriented programming languages.

Experience with one or more scripting languages.

Experience with low code or no code software development environments.

Relational database management systems and SQL.

Application Programming Interface (API) development and maintenance.

Cloud environments and the approaches to integrate purchased and locally developed software with them.

Development of cloud-native applications.

Development within a DevOps environment.

Report development tools.

Unit testing and test-driven development practices.

Continuous Integration and Continuous Delivery/Deployment (CI/CD) practices.

Job Scheduling and Management automation tools.

Leadership and mentorship techniques.

Senior Programmer Analyst
South Orange County Community College District

Ability to:

Gather requirements, analyze, design, code, debug, test and deploy software applications and systems.

Work on both frontend and backend software application development activities. Proficiency in multiple programming languages, frameworks, and technologies related to software development.

Develop and maintain Application Programming Interfaces.

Develop reports using report development tools.

Develop software utilizing relational database management systems (SQL query development, etc.).

Work within a DevOps environment.

Work independently or in a team environment.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with colleagues.

Provide technical mentorship and advisement to Programmer Analysts as directed by management.

Easily adapt to changing organizational technology needs.

Effectively acknowledge and take corrective action from IT Management.

EDUCATION AND EXPERIENCE GUIDELINES

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education/Training:

Senior Programmer Analyst
South Orange County Community College District

Equivalent to a bachelor's degree from an accredited college or university with desirable major course work in Computer Science, Computer Engineering, Software Engineering, Business, Information Technology, IT Management, Management Information Systems, or related field.

Experience:

Five years of related software development experience

Licenses, Certificates, and/or Other Requirements:

A valid California driver's license may be required.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Work Environment

Duties are performed primarily in an office environment at a desk or computer workstation. Incumbents are subject to frequent contact in person and on the telephone with administrative, management, supervisory, academic, and classified staff. Work may require travel to other offices or locations to attend conferences, meetings, or conduct work.

Physical Demands

Typically, must sit for long periods, use hands and fingers to operate a computer keyboard, remember key information, and concentrate for prolonged periods. Must see to read all printed materials, including fine print, computer screens, and electronic displays. Must hear and understand voices to conduct face-to-face and telephone conversations. Must speak in an understandable voice with sufficient volume to be heard within a normal conversational distance, on the telephone, and when addressing groups. Must be able to transport oneself to places necessary to perform job duties. May need to lift, carry, and/or move objects weighing up to 10 pounds.

Senior Programmer Analyst
South Orange County Community College District

Supplemental Information

Range **150** of the **CSEA** Salary Schedule

Work schedule: **Monday - Friday (8:00 AM - 5:00 PM)** - Schedule and shift are subject to change in accordance with the department's needs.

For non-exempt classification please note: During the summer months, the District will be in operation **Monday – Thursday from (7:30 AM – 6:00 PM).** and closed on Friday's from May 25 – August 9, 2025**.** - Schedule and shift are subject to change in accordance with the department's needs.

Required Documents: **Resume & Cover Letter**

Applications missing the required documents will not be considered.

Hours Per Week: **40**

Months: **12**

Notice to all Candidates for Employment:

The Immigration Reform and Control Act of 1986, Public Law 99-603, requires that employers obtain documentation from every new employee which authorizes that individual to accept employment in this country. The South Orange County Community College District (SOCCCD) will not sponsor any visa applications.

Employees must reside in California while employed with the SOCCCD.

California Public Employees Retirement System and California State Teachers Retirement System:

A California Public Employees Retirement System (CalPERS) retiree may not accept employment until after the first 180 days of retirement. Anyone retired from CalPERS accepting permanent employment with the SOCCCD will be required to reinstate as an active CalPERS member. Please contact CalPERS for additional information regarding your retirement status.

Any active vested member of California State Teachers Retirement System (CalSTRS), who accepts employment with the SOCCCD to perform service that requires membership in CalPERS, is eligible to elect to continue retirement system coverage under CalSTRS

Disability Accommodations:

If you require special accommodations in the application and/or evaluation process, please notify Human Resources at least two (2) business days prior to the job posting close or initial screening date, by either calling (949) 582-4850 or sending an e-mail to hrinfodesk@socccd.edu.

Attendance Requirement:

All SOCCCD employees are required to report to work on a regular and consistent basis, as scheduled, to assigned job.

Campus Crime and Safety Awareness:

Information regarding campus crime and safety awareness can be found at www.ivc.edu or www.saddleback.edu. Paper copies are available in the Human Resources office upon request.

Non-Discrimination Notice:

The SOCCCD provides access to its services, classes, and programs without regard to national origin, immigration status, religion, age, gender, gender identity, gender expression, race, ethnicity, color, medical condition, military and veteran status, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or because they are perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

California Fair Chance Act:

The SOCCCD will consider qualified applicants with a criminal history pursuant to the California Fair Chance Act. You do not need to disclose your criminal history or participate in a background

check until a conditional job offer is made to you. After making a conditional offer and running a background check, if the SOCCCD is concerned about a conviction that is directly related to the job, you will be given the chance to explain the circumstances surrounding the conviction, provide mitigating evidence, or challenge the accuracy of the background report.

Diversity, Equity, Inclusion and Equal Employment Opportunity:

The SOCCCD is committed to creating an academic and work environment that fosters diversity, equity, and inclusion (DEI) and equal employment opportunity (EEO) for all, and ensures that students, faculty, staff, and managers of all backgrounds feel welcome, included, supported, and safe. Our culture of belonging, openness, and inclusion, makes the SOCCCD a unique and special place for individuals of all backgrounds.

The SOCCCD is looking for equity and inclusion-minded applicants who represent the full diversity of California and who demonstrate a sensitivity to the understanding of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present within our community. When you join the SOCCCD, you can expect to be part of an exciting, thriving, equity-focused, and inclusive community that approaches higher education with the lens of social justice and collaboration among students, faculty, staff, managers, and community partners. In deciding whether to apply for a position at the SOCCCD, you are strongly encouraged to consider whether your values align with the SOCCCD's mission and goals for DEI and EEO.

THE SOCCCD IS AN EQUAL OPPORTUNITY EMPLOYER

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

,

Senior Programmer Analyst
South Orange County Community College District