

# University of Virginia

## Job Summary

<b>Job Code:</b>	<b>Job Title:</b>	Software Engineer III
<b>UVA Survey Code:</b>	<b>UVA Survey Code Title:</b>	
<b>Pay Band:</b>	<b>Career Path:</b>	Software Engineering & Development
<b>FLSA Status:</b>	<b>Management or Individual Contributor:</b>	Individual Contributor

**Position Summary:** Describe below the primary purpose and function of this job.

Produce and maintain department applications to accomplish business needs. Function as a senior developer, managing medium-complexity development projects from start to finish. Responsible for planning, analysis, design, engineering and development.

**Key Roles & Responsibilities:** List up to 6 key roles and responsibilities of this job.

1. Conduct programming assignments requiring a broad knowledge of programming procedures and data processing requirements.
2. Write code from specifications conforming to established methodology and standards. Conduct unit tests of either new or modified applications. Participate in code reviews to represent reviewed work for adherence to standards and specifications.
3. Maintain and modify programs. Make changes by amending flow charts, developing processing logic, and coding changes. Test and document modifications and write operational instructions.
4. Write or revise program documentation, operations documentation and user guides in accordance with standards.
5. Analyze performance of programs and take action to correct deficiencies based on consultation with users.
6. Confer with users to gain understanding of needed changes or modifications of existing programs.

**Expertise:** Describe the requirement for knowledge and expertise about the subject area as well as how various parts of the University work together to achieve objectives. Explain the degree of understanding required of the industry and university environment.

Incumbent is required to have an in-depth understanding of his/her discipline including all required certifications as well as an in-depth understanding of the business environment of a large university system. Incumbent must demonstrate an understanding of the University system, its policies, and its operating procedures. Incumbent is expected to maintain currency of knowledge with respect to relevant state-of-the-art technology, equipment, and/or systems.

Incumbent should have developed skills in software engineering and development and knowledgeable of multiple programming languages, technologies and application areas. Incumbent should have thorough knowledge of established programming procedures and programming language; computer flow-charts and of programming logic and codes; current technological developments/trends in area of expertise; and customer service standards and procedures. Incumbents must have ability to identify computer problems and coordinate hardware and/or software solutions; implement and troubleshoot programming changes and modifications; write technical instructions in the use of programs and/or program modifications; communicate with and interpret the operational requirements of end-users; investigate and analyze information and draw conclusions; process computer data and format and generate reports; and analyze business requirements and technical requests.

**Problem Solving:** Describe the nature and complexity of the problems this position encounters on a recurring basis. Include information regarding the level of innovation required, if any, and include mention of environmental factors that may add to the complexity of resolving issues.

Incumbent will address complex problems and will use experience and judgment in selecting among authorized procedures. Incumbent seeks assistance when significant deviations are proposed, or when unprecedented problems arise. Incumbent assists senior staff in developing approaches to problem-solving and anticipating issues.

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**Nature & Area of Impact:** To what degree does this job affect the University (i.e., through interactions with faculty or students, making decisions, defining or setting strategy, etc.)? What is the breadth of the impact that this job has, either positive or negative (i.e., affects own team, department, function, business unit, entire university, etc.)?

Impact is felt within the team/department for which the incumbent works and may be felt within multiple, coordinating departments. Work quality, decision-making and long-term project management can affect the productivity of students, faculty and/or staff. Impact of errors can be substantial and/or university-wide.

**Interactions / Interpersonal Skills:** Describe the nature and level of interactions this job has with others, both internally and externally. Explain any specific interpersonal skills necessary to successfully perform this role (i.e., negotiation skills, represents business at external events or to governmental bodies, etc.).

Interactions are with fellow team members and coordinating team members, but the incumbent will also have interactions with assigned student, faculty, or staff clients. Incumbent works with external vendors or service providers. Incumbent should possess good verbal and written communication skills to convey technical guidance and information to users and to provide excellent customer service. Incumbent will train and provide guidance to more junior staff members.

### Distinguishing Characteristics

This is the career-level for the discipline. All incumbents who have demonstrated proficiency and satisfactory performance in the discipline are expected to reach this level eventually. Incumbent possesses all requirements and skills for Level 2 and has achieved proficiency in the typical tasks assigned to Level 2.

- **Skills:** Distinguished from Level 2 skills in that the Level 3 incumbent has fully developed his/her technical skills and has begun to acquire advanced skills.
- **Level of Work:** Distinguished from Level 2 work by activities that are more complex and the latitude to apply skills to solve most problems without review. Assignments at Level 3 are longer-term and the incumbent has latitude to devise the approach and method to performing the assignment.
- **Supervision:** Distinguished from Level 2 by the types and duration of assignments. Level 3 incumbents are no longer expected to perform routine activities and the incumbent will regularly perform long-term or non-routine assignments with minimal supervisory intervention. Also distinguished from Level 2 in that the incumbent serves as a resource to Level 1 and 2 incumbents on non-routine problems. Level 3 incumbents will often train Level 1 and 2 incumbents on work processes and policies.
- **Interactions:** Distinguished from Level 2 in that the Level 3 incumbent regularly works beyond his/her own team and at times, externally. The Level 3 incumbent works with related teams, client groups, management and vendors.
- **Focus:** Distinguished from Level 2 in that the Level 3 incumbent regularly works toward specific team goals and assists clients in achieving their team's goals.

**Job Requirements And Qualifications:** Indicate the minimum and preferred education and experience for this job and any licenses and certifications required.

<b>Minimum Education:</b>	Bachelor's degree or equivalent experience in Computer Science, MIS, Computer Engineering or related disciplines.	<b>Preferred Education:</b>	Master's degree in Computer Science, MIS, Computer Engineering or related discipline.
<b>Minimum Experience:</b>	3-5 years	<b>Preferred Experience:</b>	5-7 years

**Required Licenses/Certifications:**