

Applications Developer II – Identity Management (IDM)

Position Details

Class Code: 1427

Job Family: Information Systems

Classification: Support Professional

Terms of Employment: Pay Grade 63 on the Support Professional Salary Schedule

FLSA STATUS: NON-EXEMPT

Position Summary

Under general supervision, applies advanced technical skills of programming techniques, languages, and computing systems to develop code and maintain enterprise-wide Identity Management (IDM) applications and interfaces in accordance with specifications supporting Clark County School District's business and strategic requirements.

Essential Duties and Responsibilities

The list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Establishes detailed program specifications through discussion with internal District business and instructional customers.
2. Maintains effective communication with customers throughout entire application development lifecycle.
3. Translates specifications into logical coding, file, and database structures using appropriate programming language, systems, standards, workflow, and software tool sets.
4. Prepares and maintains written documentation including flowcharts, data diagrams, program documentation, procedures, etc., to illustrate and communicate application and interface function, sequence, and use.

5. Develops test plans (i.e., unit, data, process, and user acceptance) to validate that programs, routines, and applications work as intended and meet customer needs.
 6. Monitors, analyzes, reviews, recommends, and makes changes to programs and routines to increase application operating efficiency.
 7. Identifies and resolves system-operating problems in order to provide continuous application operations.
 8. Interfaces with management regarding project status and user needs to promote an environment of customer cooperation and satisfaction.
 9. Maintains and improves competency with technological and application development changes and adapts to functional and customer demands for enhanced or new systems.
 10. Ensures programs, modules, applications, and interfaces interoperate, as required.
 11. May provide training to customers and department staff in the use and operation of applications.
 12. Conforms to safety standards, as prescribed.
 13. Performs other tasks related to the position, as assigned.
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Distinguishing Characteristics

Involves all aspects of the System Development Life Cycle of an Identity and Access Management (IAM) system and modules including, but not limited to: object-oriented design and development, service-oriented architecture (SOA), functions, interfaces, enhancement and bug tracking, change control, batch and online, security, workflow, data design, data objects, master data, unit and module testing, quality assurance, configuration management, and technical documentation.

Knowledge, Skills, and Abilities (Position Expectations)

1. Knowledge of principles, practices, and/or techniques of Identity and Access Management.
2. Knowledge of enterprise-class computing systems, operations, and capabilities including centralized, distributed, client/server, and Web-based tiered architectures and environments.
3. Knowledge of application analysis and design standards and techniques.
4. Knowledge of high-level programming language principles.

5. Knowledge of relational database concepts and design principles.
 6. Knowledge of basic accounting, statistical, business, administrative, school, and office processes.
 7. Ability to analyze business processes, systems, and problems, and translate them into sequences of detailed instructions and logical steps for coding into language processed by computing systems.
 8. Strong analytical skills, including the ability to maintain a high-level of concentration and the ability to solve problems using logical methods.
 9. Ability to apply knowledge, experience, and skill of high-level programming languages and database concepts and principles in order to program and maintain enterprise-class computer applications.
 10. Ability to read, code, and interpret high-level programming language instructions.
 11. Ability to test and debug units, modules, programs, and applications.
 12. Ability to learn operating principles and characteristics of various computer systems utilized by the District.
 13. Ability to prepare clear and concise documentation, procedures, reports, and other written materials.
 14. Ability to communicate clearly orally and in writing.
 15. Ability to exercise independent judgment within established procedural guidelines.
 16. Ability to work in an environment where unexpected malfunctions may occur and priorities and deadlines are adjusted to accommodate the needs of customers.
 17. Ability to contribute to the efficiency and effectiveness of the unit's service to customers by offering suggestions and directing or participating as an active member of a work team.
 18. Ability to maintain current knowledge of technology and new computer user applications.
 19. Ability to work flexible hours or shifts and to be on-call for afterhours support.
 20. Ability to develop and maintain an effective working relationship with District staff, vendors, and other agencies.
 21. Ability to recognize and report hazards and apply safe work methods.
 22. Possess physical and mental stamina commensurate with the responsibilities of the position.
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Position Requirements

Education, Training, and Experience

1. High school graduation or other equivalent (i.e., General Educational Development (GED), foreign equivalency, etc.); plus, eight (8) years of recent professional experience in programming multi-tiered applications using various high-level languages (such as C, C++, Java, etc.); or, Associate's degree from an accredited college or university in a related field (i.e., Computer Science, Management Information Systems (MIS), etc.); and, six (6) years of recent professional experience in programming multi-tiered applications using various high-level languages (such as C, C++, Java, etc.); or, Bachelor's degree from an accredited college or university in a related field (i.e., Computer Science, Management Information Systems (MIS), etc.); and, four (4) years of recent professional experience in programming multi-tiered applications using various high-level languages (such as C, C++, Java, etc.).
2. Three (3) additional years recent professional experience developing application and integration solutions within an IAM architecture to manage and automate identities, roles, and access privileges; to include service-oriented architecture (SOA) software design and development of web services using standards such as Simple Object Access Protocol (SOAP) or Representational state transfer (REST); and writing Structured Query Language (SQL), including functions and stored procedures, along with JavaScript Object Notification (JSON) and/or Extensible Markup Language (XML) for transmitting structured data between services, applications, and data sources.
3. Two (2) years recent professional experience developing application and integration solutions for identity federation and access delegation utilizing standards such as Security Assertion Markup Language (SAML), OAuth, OpenID, Simple Web Tokens, JSON Web Tokens, etc.

Licenses and Certifications

1. A valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada. License must be maintained for the duration of the assignment.
2. Copy of current driving history (dated within six (6) months from the date printed) issued by the Department of Motor Vehicles at time of application or Qualified Selection Pool (QSP) placement and at time of interview prior to final selection.

Preferred Qualifications

1. Certification or certified training in Identity and Access Management technologies.
 2. Experience with Oracle Identity and Access Management Suite (Oracle Access Manager, Oracle Identity Manager, Oracle Integration Broker, Oracle J2EE, Oracle WebLogic, Oracle APEX); experience with Microsoft Integration Services.
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Document(s) Required at Time of Application

1. High school transcript or other equivalent (i.e., GED, foreign equivalency, etc.).
 2. College transcript(s) from an accredited college or university, if applicable.
 3. A valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada.
 4. Copy of current driving history (dated within six (6) months from the date printed) issued by the Department of Motor Vehicles.
 5. Specific documented evidence of training and recent SAP development experience to satisfy qualifications.
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Examples of Assigned Work Areas

Clark County School District Central Information Systems Department, and travel to and from schools and other District office settings.

Work Environment

Strength

Sedentary to medium – exert force 20-50 lbs., occasionally; 10-25 lbs., frequently; or up to 10 lbs., constantly.

Physical Demand

Frequent sitting, standing, walking, pushing, pulling, stooping, kneeling, crouching, reaching, handling, and repetitive fine motor activities. Hearing and speech to communicate in person, via video conference and computers, or over the telephone. Mobility to work in a typical office setting and use standard office equipment. Stamina to remain seated and to maintain concentration for an extended period of time. Vision: Frequent near acuity, occasional far acuity, and color vision. Vision to read printed

materials and online, a Video Display Terminal (VDT) screen, and other monitoring devices.

Environmental Conditions

Climate-controlled office setting with temperatures ranging from mild to moderate cold/heat. Exposure to noise levels ranging from moderate to loud for occasional to frequent time periods.

Hazards

Exposure to electric shock. Furniture, office equipment, communicable diseases, chemicals and fumes (as related to specific assignment), and power/hand-operated equipment and machinery (as related to specific assignment).

Examples of Equipment/Supplies Used to Perform Tasks

District-issued/personal vehicles, various computers, monitors, printers, modems, servers, telephones, fax machines, copy machines, etc.

AA/EOE Statement

This employer does not knowingly discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin.

Job Revision Information

- Revised: 09/02/21
- Created: 01/22/20