DUTY STATEMENT   State Compensation Insurance Fund

Employee's Name:	
Program: Information Technology	**Work Unit:** System Engineering-Claims Engineering
Position's Authorized Classification: Information Technology Specialist II	**Report To**: Information Technology Manager II
Position Title: Senior Java Developer	**Position Serial #:**
Information Technology Domain(s): System Engineering	**CBID:** R01
Incumbent Appointment Classification (and Range): Information Technology Specialist II	**FLSA Status:** ☐ Covered, Work Week Group 2 ☒ Not Covered, Exempt WWG ☒ E or ☐ SE

PURPOSE/SCOPE:
Under general direction of the of the Information Technology Manager I, the Senior Java Developer will perform the professional software engineering/development/Administrator functions (high-level work environment includes Java, UNIX and Oracle).

The Senior Java Developer supports the development of the CARE/Claims application, enhancements, and defect fixes.

The Senior Java Developer is expected to:
- Follow the State Fund system development methodologies outlined in the Systems Engineering Handbook and complete assigned tasks within a reasonable timeframe under the supervision of a manager.
- Provide support for the Development Team and Application Support Team.
- Provide day-to-day technical assistance in resolving production problems.
- Provide in-depth analysis, diagnose, repair or enhance production application.
- Plan and manage all aspects of the development function.
- Mentor the State Fund staff in programming and problem resolution.

Supervisor's Statement: I have discussed the duties of the position with the employee		
Supervisor's Name (Print):	Supervisor's Signature:	Date:
Employee's Statement: I have discussed with my supervisor the duties of the position and have received a copy		
Employee's Name (Print):	Employee's Signature:	Date:

Duty Statement Origination or Revision Date: August 22, 2024

KEY RESULT/ESSENTIAL FUNCTIONS:

In all aspects of performing the following Key Results/Essential Functions the incumbent will:
- Establish and maintain effective working relationships and uphold principles of integrity in the workplace.
- Provide quality customer service in a timely manner.
- Take "ownership" of each customer contact to address needs and endeavor to meet State Fund objectives.
- Help in the retention of all State Fund customers as appropriate.
- Maintain a safe work environment.
- Defend State Fund against fraudulent activities.
- Comply with the Code of Conduct.
- Maintain regular and predictable attendance and/or communication availability during working hours.

The statements contained in this duty statement reflect general details as necessary to describe the principal results/functions of this job. It should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas.

40%
1. Provide primary development for CARE modules. (This is an essential function of the job)

The tasks for the Senior Java Developer include, but are not limited to, the following:

a. Lead other software engineers to design and implement well-integrated products.
b. Work closely with management to determine feasibility of product features.
c. Become an expert in technical aspects of our products.
d. Develop creative solutions and contribute to technical design documents.
e. Provide work estimates for proposed projects.
f. Perform hands-on software design and development in Java.
g. Develop and execute unit tests for product components.
h. Encourage innovation of process and creative development methodologies.
i. Promote high quality, scalability, and timely completion of projects.
j. Code programs as per the technical specifications and unit testing, accurately and on schedule.
k. Ensure that all project documentation is produced in the standard format, that it follows internal documentation.
l. Serve as subject matter expert for all CARE related matters.
m. Understand the Business Requirements and convert them into technical requirements.
n. Perform fit/gap analysis to evaluate each functional area in a business process to achieve specific goal(s).
o. Identify/modify standard/custom reports that are needed to produce Statutory, Management, Reconciliation reports and others.
p. Develop/maintain interfaces from/to CARE.
q. Provide requirements to third party applications that interface with CARE.
r. Create ad hoc reports as per the requirements.
s. Create, test, and implement code changes and integrate them with existing programs as needed.
t. Serve as IT Resource for CARE/Claims related projects.
u. Coordinate meetings/communications with the Claims User Community.
v. Ensure that all I.T. requirements (documentation, sign-off, and approvals) are completed as per State Fund's System Engineering Handbook.
w. Provide timely and effective reporting on status of projects.

40%

2. Provide primary support for CARE modules. (This is an essential function of the job)

    a. Perform peer code reviews and provide feedback.
    b. Work with cross functional teams, including Business, QA, and Operations.
    c. Work closely with Business Users to scope and draft functional requirements.
    d. Help Users to create test cases, use cases and help with functional testing.
    e. Debug the system for certain behavior of the feature(s) and explain it to the Users.
    f. Provide End User Support and Training.

20%

3. Provide mentorship and training to team members in those areas of State Fund systems having knowledge and expertise. (This is an essential function of the job)

    a. Cross-train junior developers on product features that are implemented.
    b. Provide leadership and mentorship to other team members.
    c. Provide advice and consultation to management and participate in decisions.
    d. Develop training and mentoring plans to include specific skill sets, tasks, and training methodologies.
    e. Report any issues that may impede the progress of training and mentoring.
    f. Execute the training and mentoring plan(s).
    g. Provide input to refine and further develop training and mentoring plans as training progresses.

REQUIRED QUALIFICATIONS/COMPETENCIES (KNOWLEDGE, SKILLS/ABILITIES):

KNOWLEDGE AREAS:

- Advanced knowledge of software development
- In-depth knowledge of Java, OO programming, and modern web applications built on distributed service architecture
- Expert knowledge in traversing the entire Java and Web stack: client-side through the persistence layer.
- Experience with jQuery and jQuery-UI
- Experience with Spring MVC.
- Experience with SQL, PL/SQL programming and Oracle.
- Experience and willingness to work in a fast-paced environment.
- Development experience in an enterprise-class system with multi-tier architecture
- Proficient knowledge of JEE 6, including JPA, JAX-RS, JAX-WS, JMS
- Advanced knowledge in Java EE APIs including EJBs, Servlets, JTA, JSPs, JSTL, web services and JDBC
- Advanced knowledge in implementing successful distributed, scalable, high-performance multi-threaded server applications
- Working knowledge of data grid technology such as infinispan, ehcache
- Working knowledge of Linux and Windows
- Working knowledge of open source Java technologies including Maven.
- Knowledge of ORM framework such as MyBatis
- Extensive knowledge of and proven experience with data processing systems, and methods of developing, testing and moving solutions to implementation.
- Strong knowledge in project management practices and ability to document processes and procedures as needed.
-

SKILLS AND ABILITIES:

- Strong speaking and writing skills
- Skill to analyze information and identify and formulate solutions to problems.
- Ability to provide more in-depth analysis with a high-level view of goals and end deliverables.
- Ability to complete work within a reasonable time frame under the supervision of a manager or team lead.
- Ability to plan and manage all aspects of the support function.
- Ability to work collaboratively with other support team members and independently on assigned tasks and deliverables with minimum supervision.
- Ability to communicate effectively with users at all levels, from data entry technicians up to senior management, verbally and in writing.
- Ability to be self-motivated, work closely and actively communicate with team members to accomplish time critical tasks and deliverables.
- Ability to ask questions and share information gained with other support team members, recording and documenting this knowledge.
- Ability to elicit and gather user requirements and/or problem description information, and record this information accurately.
- Ability to listen carefully and act upon user requirements.
- Ability to convey and explain complex problems and solutions in an understandable language to both technical and non-technical persons.
- Ability to present technical solutions to management and decision makers
- Ability to follow the lead of others on assigned projects as well as take the lead when deemed appropriate.
- Ability to think creatively and critically, analyzing complex problems, weighing multiple solutions, and carefully selecting solutions appropriate to the business needs, project scope, and available resources.
- Ability to take responsibility for the integrity of the solution.

WORK ENVIRONMENT

Physical Requirements:

- Computer data entry, frequent light lifting, bending, reaching, carrying, and telephone work; mobility to various working areas.

Travel:

- Travel to various work sites and locations for training and/or meetings.

Emergency call backs:

- N/A

Work Hours:

- Work hours may vary.