

PROGRAMMER AND APPLICATIONS ANALYST, SENIOR

GENERAL DESCRIPTION OF CLASS

Under the direction of an assigned administrator or manager, the Programmer Analyst Senior serves as the advanced, lead-level classification. The incumbent independently designs, develops, and manages enterprise-wide system integrations, provides advanced technical support, leads technical projects, and contributes to strategic planning. This classification requires the highest level of expertise in scripting, programming, web development, data integration, and compliance. The role includes leadership responsibilities in mentoring, guiding staff, providing assistance and technical guidance, and setting technical standards across the district.

BASIC FUNCTION: The duties of this classification may involve performing the most technical and difficult tasks, requiring specialized or advanced skills in one or more areas of the work assigned. The duties below are not inclusive, but characteristic of the type of work associated with the class. Individual positions may do all or some combination of the duties listed as well as other related duties.

REPRESENTATIVE DUTIES: The duties recorded below are representative of the duties of the class and are not intended to cover all the duties performed by incumbent(s) of any particular position. The omission of specific statements of duties does not exclude them from the position if the scope of work is similar, related or a logical assignment to this class. The essential duties of the class are indicated with an asterisk *.

1. Provide assistance and technical guidance to peers and support staff as needed. *
2. Lead the architecture, design, implementation, and maintenance of enterprise-wide system integrations. *
3. Develop, optimize, and oversee APIs and web services, ensuring scalability, security, and high availability, including cloud-based applications, ensuring compliance with District security and authentication standards. *
4. Write advanced-level scripts and custom programs to address complex integration and automation requirements. *
5. Conduct comprehensive performance analysis and optimization of integration processes. *
6. Act as primary liaison between IT and institutional departments to align integration needs with organizational strategy. *
7. Lead troubleshooting efforts for critical system failures and ensure minimal disruption. *
8. Develop and maintain integration architectures, standards, and best practice guidelines.*
9. Coordinates with Enterprise Applications and Database Administrator to manage application upgrades and patch deployments by updating custom code, resolving non-backward compatibility issues, and implementing new processes to ensure smooth integration. *
10. Significantly contribute to major system upgrades, new technology implementations, and strategic planning. *
11. Provide advanced technical support and serve as senior technical advisor for integration activities, including the District Content Management System (CMS). *
12. Ensure compliance with regulations, proactively monitoring emerging standards. *
13. Mentor and assist staff at the Standard level, promoting knowledge sharing and technical growth. *
14. Evaluate and recommend emerging integration technologies and methodologies. *

15. Design and develop advanced reports, dashboards, and visualizations using SSRS, PowerBI, Informer, and other tools. *
16. Translate complex reporting requirements into business intelligence solutions. *
17. Provide leadership in business process analysis by aligning stakeholder needs with technical solutions that advance organizational effectiveness. *
18. Interacts with diverse populations and constituencies in a wide range of situations requiring judgement, tact, and diplomacy.
19. May serve on a variety of District committees as requested.
20. Performs other duties that support the overall objective of the position.

MINIMUM QUALIFICATIONS**EDUCATION/EXPERIENCE:**

- Bachelor's degree; **AND**
Six (6) years of advanced programming, integration, or analysis experience directly related to the responsibilities of the position.
- Or, any combination of education and experience which would provide the required qualifications for the position

*Bachelor's degree education equivalency is a 1 to 1 equivalency, one year of responsible work experience related to the classification for each full year (24-30 units) of college.

CERTIFICATES, LICENSES, REGISTRATION, SPECIAL AND/OR OTHER REQUIREMENTS:

- Travel for various off-site meetings, trainings, conferences, and/or events in support of the overall objective of the position is required

DESIRED QUALIFICATIONS:

- Advanced technical experience in higher education or complex enterprise environments.
- Expertise with .NET technologies, SQL Server, SSRS, and modern JavaScript frameworks.
- Experience in IT project leadership, system architecture, and strategic planning.
- Strong background in business process optimization and cross-departmental integration.

KNOWLEDGE, SKILLS, AND ABILITIES: (May be acquired through education, training and/or experience.)**Knowledge of:**

- District and college policies, procedures, rules, and regulations related to the area of assignment.
- California Education Code and Title V as it relates to the area of assignment.
- Family Educational Rights and Privacy Act (FERPA).
- Rules, regulations, laws, and Board policies, and procedures governing the District.
- System integration, data management, and ERP applications.
- Scripting languages (PowerShell, Python, SQL).
- Front-end and back-end web development (HTML, CSS, JavaScript, .NET).
- Reporting and business intelligence tools (SSRS, PowerBI, Informer).
- Mastery of scripting, programming, and database technologies.

Ability to:

- Independently perform the essential responsibilities of the position.
- Interpret and apply District policies, procedures, rules, and regulations related to the area of assignment.

- Understand and apply District and department policies and procedures related to the area of assignment.
- Integrate local, state, and federal laws and regulations related to the area of assignment.
- Read, understand, learn, interpret, and apply rules, regulations, policies, and procedures related to the area of assignment.
- Analyze and resolve system issues, design solutions, and optimize performance.
- Document processes, write clear technical specifications, and communicate effectively.
- Work collaboratively with diverse stakeholders.
- Plan, organize, and prioritize workload to meet schedules and deadlines.
- Architect and implement large-scale integrations.
- Strong leadership, mentoring, and collaboration skills.
- Ability to manage strategic projects, evaluate emerging technologies, and ensure compliance.
- Ability to communicate complex technical information effectively to varied audiences.

RELATIONSHIPS WITH OTHERS:

The incumbents in this class are in daily contact with department, college, District faculty, staff, administrators, Board of Trustees, students, external organizations, vendors, and the public, as needed.

SUPERVISION EXERCISED and/or RECEIVED:

The incumbents in this classification may provide work direction and/or guidance to lower-level staff, student workers, student assistants, and/or short-term, temporary employees.

The incumbents in this classification receive appropriate levels of supervision from the assigned manager or other administrative superiors. Supervision is provided regarding interpretation and application of District, college, and/or department policies and procedures, applicable state and/or federal regulations. Work is usually performed independently and reviewed by supervisors as needed to ensure accuracy, completeness and compliance with practices and regulatory standards. Incumbents in this class follow policies and guidelines as outlined by the District, college and/or departmental procedures, policies, and directives.

PHYSICAL AND MENTAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **Physical Demands**

While performing the duties of this classification, the incumbent is regularly required to sit, walk, and/or stand, speak or hear, both in person and by telephone. Use hands repetitively to finger, handle, feel or operate standard office equipment; reach with hands and arms; and occasionally lift and carry up to 25 pounds. must frequently sit and/or stand for long periods of time; dexterity of hands and fingers to operate a variety of computer and office equipment, The incumbent may be required to bend at the waist, kneel and/or crouch; move about the college or District site(s). Specific vision abilities required by this job include close vision and the ability to adjust focus and view a variety of computer screens, printed documents, and instructions.

- **Mental Demands**

While performing the duties of this class, the incumbent is regularly required to use written and oral communication skills; read and interpret data, information and documents; analyze and solve problems; observe and interpret people and situations; learn and apply new information or skills; perform highly detailed work on multiple, concurrent tasks; use math/mathematical

reasoning; perform highly detailed work under changing priorities and deadlines on multiple concurrent tasks; work with frequent interruptions, and interact with District and/or college faculty, staff, management, administrators, students, educational institutions, and others encountered the course of work.

WORK ENVIRONMENT AND CONDITIONS:

- **Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The incumbent works under typical office conditions, and the noise level is usually quiet.

- **Working Conditions**

Incumbents may be required to travel offsite to other District sites. Work is performed primarily indoors where minimal safety considerations exist.

Butte Glenn Community College District (BGCCD) IS AN EQUAL OPPORTUNITY

EMPLOYER: To accomplish this job successfully, an individual must be able to perform, with or without reasonable accommodation, each essential function satisfactorily. Reasonable accommodations may be made to help enable qualified individuals with disabilities to perform the essential functions.

Butte Glenn Community College District is committed to creating a diverse workforce focused on equity, inclusion, and accessibility for all faculty, staff, administrators, managers, and students. The District is dedicated to building an environment that supports our diverse student populations providing opportunities to mentor, encourage, and prepare our students to be successful in the world and expose them to global perspectives. Our District community of professionals is devoted to enriching our students' lives by bringing to light a variety of ways to engage and discover their individual and collective paths through education.

BGCCD is committed to the principles of equal employment opportunity. It is the District's policy to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunities and are not subject to discrimination in any program or activity of the District on the basis of ethnic group identification, race, gender, color, language, accent, citizenship status, ancestry national origin, age, sex, religion, sexual orientation, gender identity, parental status, marital status, veteran status, physical or mental disability or medical condition, or on the basis of these perceived characteristics.