Job Analysis Form
ALTERNATE FORMAT AVAILABLE

King County

JOB TITLE Applications Developer-Senior

JOB CLASSIFICATION Applications Developer-Senior

DICTIONARY OF OCCUPATIONAL TITLES (DOT) NUMBER 033.162-010

DOT TITLE Computer Security Coordinator

DEPARTMENT Executive Branch

DIVISION Office of Information Resource Management

 # OF POSITIONS IN THE DEPARTMENT WITH THIS JOB TITLE 1

CONTACT'S NAME & TITLE Fred Grannan

CONTACT'S PHONE 206-263-7935

ADDRESS OF WORKSITE

VRC NAME Kyle Pletz   **DATE COMPLETED** 11/27/07

VRC NAME Jeff Casem   **DATE REVIEWED** 6/12/09

WORK HOURS
6:30am-3:30pm, Monday-Friday. The employee has the option to telecommute up to 60% of the time.
The employee may need to work for 10+ hours continuously on rare occasions during major problems.

OVERTIME (Note: Overtime requirements may change at the employer's discretion)
Exempt position.

JOB DESCRIPTION
Developing advanced applications and enhancements, system interfaces, and responsibility for the full
software development life cycle. Senior Applications Developers base their work on a broad
understanding of client systems and business processes. Senior Applications Developers typically
provide support to multiple applications and systems, and work on major, critical, or complex
development projects. This classification may work independently, on a team, or as a project lead to a
group of same or subordinate level staff. Senior Applications Developers may serve as management
recognized Subject Matter Experts, or as a technical expert on the specialized systems to which the
incumbent is assigned.

ESSENTIAL ABILITIES FOR ALL KING COUNTY JOB CLASSIFICATIONS
1.   Ability to demonstrate predictable, reliable, and timely attendance.
2.   Ability to follow written and verbal directions and to complete assigned tasks on schedule.
3.   Ability to read, write & communicate in English and understand basic math.
4.   Ability to learn from directions, observations, and mistakes, and apply procedures using good
      judgment.

5.   Ability to work independently or part of a team; ability to interact appropriately with others.
6.   Ability to work with supervision, receiving instructions/feedback, coaching/counseling and/or action/discipline.

JOB SPECIFIC REQUIREMENTS

- Advanced knowledge of software engineering principles and practices.
- Advanced knowledge of the software development life cycle.
- Advanced knowledge of mainframe, client server and/or web programming environments.
- Advanced knowledge of database design and application techniques in a database environment.
- Advanced knowledge of programming languages, program development tools, and operating systems.
- Advanced knowledge of methodologies in additional application areas, such as component and Web programming.
- Advanced skills in analyzing client business processes and converting client needs into system requirements.
- Knowledge of project management principles and methods; project management skills.
- Analytical, problem solving, and troubleshooting skills.
- Technical documentation skills, including developing complex application requirements.
- Written and oral communication skills.
- Planning and organizational skills.
- Customer service skills.
- Skill in conveying technical information to non-technical users.
- Skill in working with a variety of individuals from diverse backgrounds.
- Skill in handling multiple competing priorities.

ESSENTIAL FUNCTIONS

1.   Develop and support applications for highly complex systems which require a thorough analysis of the business processes that these systems support, and an in depth understanding of client needs.
2.   May lead development project teams consisting of a group of same or subordinate level staff, or manage development independently.
3.   May serve as Subject Matter Expert in own area of specialization.
4.   Maintain and support systems requiring very complex application modifications and enhancements; maintain and modify mainframe, client-server, or web-based applications.
5.   Respond to system failures; analyze and resolve underlying problems.
6.   Evaluate existing applications for process efficiency, system integrity, security and data quality; redesign and replace selected application sub-systems as needed.
7.   Provide technically advanced client data support, including producing custom reports, download files and other products.
8.   Provide consultation services and presentations to management and customers; provide peer consultation.
9.   Manage the full software development life cycle – conception, requirements analysis, specification design, coding, acceptance, testing, implementation and training.

10. Coordinate and attend client/internal meetings to understand business needs and determine systems requirements.
11. Develop and manage project work plans, resource requirements and schedules, and communicate project status to customers.
12. Act as a liaison with clients, vendors, contractors, and management staff.
13. Design applications requiring complex integration with existing or legacy systems.
14. Provide user/client support and training, especially implementation support; assess training needs and recommend training.
15. Develop and maintain documentation for applications and systems, programs, processes and operating instructions.
16. May develop budget requests, cost/benefit analyses, technical evaluations, feasibility studies and/or proposals, and Requests for Proposal or Requests for Information.
17. May support applications that cross business lines and/or departments/agencies.
18. May perform relational database programming, including relational tables, indexes, stored procedures, while maintaining database integrity.
19. May be called upon to provide support for service issues or failures at any time.
20. IT supports critical business functions, it is an expectation that intensive problems will be worked until solved if the network is down, which may require working 10+ hours at a stretch on rare occasions when major problems occur.

OTHER TOOLS & EQUIPMENT USED
Computer, telephone, fax machine, copy machine, internet connection, various software applications, switches, routers, Eriksson switches, servers (Unix and Windows), domain naming services, firewalls and network security equipment, various databases, scripting systems and debugging environments, etc.

PHYSICAL DEMANDS AS JOB IS TYPICALLY PERFORMED
Continuously = occurs 66-100% of the time
Frequently = occurs 33-66% of the time
Occasionally = occurs 1-33% of the time
Rarely = may occur less than 1% of the time
Never = does not ever occur (such demands are not listed)

Highly Repetitive = Repeating the same motion every few seconds with little or no variation for more than two hours total per day.

This job is classified as
Light—exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently and/or a negligible amount of force constantly. A job is light if involves less than or up to the indicated pounds of force and one or more of the following apply; walking and standing to a significant degree, sitting and pushing/pulling of arm or leg controls, or constant pushing and pulling to maintain a production rate even when weight is negligible.

Standing   Health Care Provider initials if restricted_____
Occasionally on flat carpeted, tile, cement or linoleum surfaces for up to 30 minutes at a time for up to 1 hour total in a work shift. Most commonly occurs while working on server on a rack in a server room. The employee can alternate sitting and standing on most occasions.

Walking   Health Care Provider initials if restricted_____
Occasionally on flat carpeted, tile, cement or linoleum surfaces for distances of up to 3 blocks for up to 15 minutes at a time for up to 1 hour total in a work shift. Most commonly occurs while traversing between workstation, other County buildings and data center as well as within the office.

Sitting   Health Care Provider initials if restricted_____
Continuously on an office chair or automobile seat for up to 2.5 hours at a time for up to 7 hours total in a work shift. Most commonly occurs while attending meetings, developing scripts and supporting applications, and maintaining the external DNS data tables.

Bending neck up   Health Care Provider initials if restricted_____
Rarely for up to 1 minute at a time for up to 5 minutes total in a work shift. Most commonly occurs while inspecting a computer rack or objects on upper shelves.

Bending neck down   Health Care Provider initials if restricted_____
Continuously for up to 1 hour at a time for up to 6.5 hours per day total in a work shift. Most commonly occurs while reading, writing and looking at the keyboard.

Bending/Stooping   Health Care Provider initials if restricted_____
Occasionally for up to 5 minutes at a time for up to 30 minutes total in a work shift. Most commonly occurs while assembling tools/devices, obtaining material from laptop bag, replacing a piece of a server etc. The employee can alternate with kneeling or squatting as needed.

Kneeling   Health Care Provider initials if restricted_____
Occasionally for up to 5 minutes at a time for up to 30 minutes total in a work shift. Most commonly occurs while assembling tools/devices, obtaining material from laptop bag, replacing a piece of a server etc. The employee can alternate with bending/stooping or squatting as needed.

Squatting   Health Care Provider initials if restricted_____
Occasionally for up to 5 minutes at a time for up to 30 minutes total in a work shift. Most commonly occurs while assembling tools/devices, obtaining material from laptop bag, replacing a piece of a server etc. The employee can alternate with kneeling or bending/stooping as needed.

Operating Controls with Feet   Health Care Provider initials if restricted_____
Frequently for up to 2 hours at a time for up to 4 hours total in a work shift while driving a County vehicle to alternate data center in Olympia, WA. Driving is not a daily activity.

Reaching above shoulder height   Health Care Provider initials if restricted_____
Rarely for up to 1 minute at a time for up to 5 minutes total in a work shift while replacing a server on a rack or replacing a card in a server.

Reaching at waist to shoulder height　　　　Health Care Provider initials if restricted_____

Continuously & Highly Repetitive for up to 2 hours at a time for up to 6.5 hours total in a work shift while using a keyboard, using a mouse, manipulating documents and working on devices.

Reaching at knee to waist height　　　　Health Care Provider initials if restricted_____

Occasionally for up to 5 minutes at a time for up to 30 minutes total in a work shift. Most commonly occurs while assembling tools/devices, obtaining material from laptop bag, replacing out a piece of a server etc.

Reaching at floor to knee height　　　　Health Care Provider initials if restricted_____

Occasionally for up to 5 minutes at a time for up to 30 minutes total in a work shift. Most commonly occurs while assembling tools/devices, obtaining material from laptop bag, replacing out a piece of a server etc.

Lifting 1-10 pounds　　　　Health Care Provider initials if restricted_____

Occasionally for up to 5 minutes at a time for up to 1 hour total in a work shift. Most commonly occurs with weights of 5-7 pounds while manipulating a laptop or various computer related devices, briefcase and reference materials.

Carrying 1-10 pounds　　　　Health Care Provider initials if restricted_____

Occasionally for distances of up to 3 blocks up to 15 minutes at a time for up to 30 minutes total in a work shift. Most commonly occurs with weights of 5-7 pounds while transporting a laptop or various computer related devices, briefcase and reference materials to and from meetings.

Lifting 11-20 pounds　　　　Health Care Provider initials if restricted_____

Occasionally for up to 1 minute at a time for up to 15 minutes total in a work shift. Most commonly occurs with weights of 13-17 pounds while manipulating a briefcase or computer related devices.

Carrying 11-20 pounds　　　　Health Care Provider initials if restricted_____

Occasionally for distances of up to 3 blocks up to 15 minutes at a time for up to 30 minutes total in a work shift. Most commonly occurs with weights of 13-17 pounds while transporting a laptop or various computer related devices, briefcase and reference materials to and from meetings.

Lifting 21-50 pounds　　　　Health Care Provider initials if restricted_____

Rarely for up to 1 minute at a time for up to 5 minutes total in a work shift. Most commonly occurs with weights of 25 pounds while manipulating servers in to rack (25 pounds), lifting assistance is available for larger servers.

Pushing and Pulling　　　　Health Care Provider initials if restricted_____

Occasionally for distances of up to 3 blocks at a time with a force of 10 pounds for up to 10 minutes at a time for up to 20 minutes total in a work shift while using a cart to transport a server or similar devices.

Handling　　　　Health Care Provider initials if restricted_____

Occasionally for up to 5 minutes at a time for up to 30 minutes total in a work shift while manipulating devices, laptop and reference materials.

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EMPLOYEE: CLAIM #

Operating Controls with Hands   Health Care Provider initials if restricted_____
Continuously & Highly Repetitive for up to 5 minutes at a time for up to 6 hours total in a work shift while using tools to repair machines (small screwdriver) and using a computer mouse. On a rare occasion the employee may need to drive a County vehicle to Olympia.

Fingering   Health Care Provider initials if restricted_____
Continuously & Highly Repetitive for up to 2 hours at a time for up to 6.5 hours total in a work shift while typing and writing as well as manipulating documents, mouse and computer related devices.

Feeling   Health Care Provider initials if restricted_____
Rarely for up to 30 seconds at a time for up to 5 minutes total in a work shift while identifying the temperature of machines and appropriate fan operation.

Talking   Health Care Provider initials if restricted_____
Occasionally for up to 10 minutes at a time for up to 4 hours total in a work shift while communicating with coworkers, supervisors, vendors and contractors as well as when attending meetings.

Hearing   Health Care Provider initials if restricted_____
Occasionally for up to 5 minutes at a time for up to 1.5 hours total in a work shift while communicating with coworkers, supervisors, vendors and contractors as well as when attending meetings.

Seeing   Health Care Provider initials if restricted_____
Continuously on an office chair or automobile seat for up to 2.5 hours at a time for up to 7 hours total in a work shift. Most commonly occurs while attending meetings, developing scripts and supporting applications, and maintaining the external DNS data tables.

Working with Heightened Awareness   Health Care Provider initials if restricted_____
Continuously for up to 2.5 hours at a time for up to 7 hours total in a work shift while identifying clues of potential computer security breaches.

ENVIRONMENTAL FACTORS
Work is performed in an office setting at multiple buildings. There is regular exposure to people. The environment may include scents from cleaning products, perfumes/colognes/lotions/scent personal hygiene products.

The noise level is   HCP Initials if Restricted
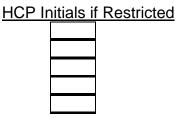Approximately __50__ decibels. The noise is caused by office machines.

Work environment may include the following exposure(s):   HCP Initials if Restricted
Outside weather: Occasional
Non-weather related temperatures above 75 degrees: Rarely
Fumes: Rare
Odors: Frequently
Dusts: Occasionally

Moving mechanical parts: Rare

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POTENTIAL MODIFICATIONS TO JOB

A cart is available to reduce carrying.

The employee has the option to telecommute up to 60% of the time.

A cubicle in a scent free area on an alternate floor may be possible if the space is available.

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SIGNATURES

Signatures on this page are obtained before the document becomes available for use and are not required each time the document is reused. Obtained signatures are kept on file at King County Safety & Claims. The Health Care Provider signature section is separate and appears on the following page.

__Kyle Pletz, VRC, Vocational Consultant_____
Printed name & title of VRC evaluator

_____   _____
Signature of VRC evaluator   Date

_____
Printed name & title of contact

_____   _____
Signature of contact   Date

_____
Printed name & title of employee

_____   _____
Signature of employee   Date

HEALTH CARE PROVIDER SECTION
Check all that apply

☐　**The employee is released to perform the described duties without restrictions on performance or work hours as of _____.**

☐　**The employee is released to perform the described duties on a reduced schedule as of _____.　The recommended schedule is:**

_____
　　　　　　☐ **Temporary until _____**　　　☐ **Permanent as of _____**

☐　**The employee is released to perform the described job with the following modifications:**
_____
_____
_____
_____
　　　　　　☐ **Temporary until _____**　　　☐ **Permanent as of _____**

☐　**The employee is not released to perform the described duties due to the following job functions:**

_____
_____
_____
_____
_____
_____
_____
　　　　　　☐ **Temporary until _____**　　　☐ **Permanent effective _____**

☐　**The employee is unable to work in any capacity.**
A release to work is:　☐ anticipated by _____　　☐ Not expected

The limitations are due to the following objective medical findings:
_____
_____
_____
_____
_____

_____
Printed or typed name and phone number of Health Care Provider

_____　　_____
Signature of Health Care Provider　　　　　　　　　Date