# 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, develops code and maintains enterprise-wide Identity Management (IDM) applications/interfaces according to Clark County School District specifications.

## Essential Duties and Responsibilities

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

1. Establishes detailed program specifications through discussions with internal business/instructional customers.
2. Effectively communicates with customers throughout the application development lifecycle.
3. Translates specifications into logical coding, file, and database structures using appropriate programming languages, systems, standards, workflow, and software toolsets.
4. Prepares/maintains flowcharts, data diagrams, program documentation, procedures, etc., to communicate application functions, sequences, and uses.

5. Develops test plans (i.e., unit, data, process, user acceptance) to validate that programs, routines, and applications work as intended and meet customer needs.
6. Monitors, analyzes, reviews, recommends, and changes programs/routines to increase applications' efficiency.
7. Identifies/resolves system operations problems.
8. Informs management of project statuses and user needs to promote customer satisfaction.
9. Maintains and improves technological/application development competency; adapts to functional and customer demands for new/enhanced systems.
10. Ensures programs, modules, and applications interface as required.
11. May train customers/staff in applications' uses/operations.
12. Conforms to safety standards, as prescribed.
13. Performs other tasks related to the position, as assigned.

## Distinguishing Characteristics

Involves all aspects of the Identity and Access Management (IAM) system development lifecycle, including object-oriented design/development, service-oriented architecture (SOA), functions, interfaces, enhancement/bug tracking, change control, security, workflow, data objects/design, master data, unit/module testing, quality assurance, configuration management, and technical documentation.

## Knowledge, Skills, and Abilities (Position Expectations)

1. Knowledge of IAM principles, practices, and techniques.
2. Knowledge of enterprise-class computing systems, operations, and capabilities, including centralized, distributed, client/server, and web-based tiered architectures/environments.
3. Knowledge of application analysis and design standards/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; translates processes into detailed instructional sequences and logical steps for coding into programming language(s).

8. Strong analytical skills, including ability to maintain concentration and solve problems using logical methods.
9. Ability to program and maintain enterprise-class computer applications.
10. Ability to read, code, and interpret high-level programming language instructions.
11. Ability to test/debug unit modules, programs, and applications.
12. Ability to learn operating principles and characteristics of District computer systems.
13. Ability to prepare clear, concise documentation, procedures, reports, and other written materials.
14. Ability to communicate clearly, verbally 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/deadlines are adjusted to meet customers' needs.
17. Ability to contribute to the unit's service efficiency/effectiveness by offering suggestions and actively directing or participating in team efforts.
18. Ability to maintain current knowledge of technology and new computer applications.
19. Ability to work flexible hours/shifts and be on-call for after-hours support.
20. Ability to develop and maintain effective working relationships with District staff, vendors, and other agencies.
21. Ability to recognize/report hazards and apply safe work methods.
22. Possess physical and mental stamina commensurate with the responsibilities of the position.

## Position Requirements

### Education, Training, and Experience
1. High school graduation or other equivalent (i.e., General Educational Development (GED), foreign equivalency, etc.)
2. Eight (8) years' recent professional experience in programming multi-tiered applications using high-level languages (i.e., C, C++, Java, etc.); or, Associate degree from an accredited college/university in a related field (i.e., Computer Science, Management Information Systems, etc.) and six (6) years' recent professional experience as described above; or, Bachelor's degree from an accredited college/university in a related field, and four (4) years' recent professional experience as described above.

3. Three (3) additional years' recent professional experience developing application and integration solutions within an IAM architecture to manage/automate identities, roles, and access privileges; includes service-oriented architecture (SOA) software design and web development 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.
4. Two (2) years' recent professional experience developing application/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 (DMV) at time of application or Qualified Selection Pool (QSP) placement and at time of interview prior to final selection.

## Preferred Qualifications

1. Certification/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. Transcript(s) from an accredited college/university, if applicable.
3. Copy of 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 DMV.
5. Specific documented evidence of training and recent SAP development experience to satisfy qualifications.

# Examples of Assigned Work Areas

CCSD Central Information Systems Department, and travel to/from schools and other District office settings.

# Work Environment

## Strength

Sedentary/medium – exert force of 20-50 lbs., occasionally; 10-25 lbs., frequently; 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 maintain concentration for an extended period of time. Vision: Frequent near acuity, occasional far acuity, and color vision. Vision to read printed and online materials, a Video Display Terminal (VDT) screen, or other monitoring devices.

## Environmental Conditions

Climate-controlled office settings 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 hazards, 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, computers, monitors, printers, modems, servers, telephones, fax machines, copiers, etc.

## AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

## Job Revision Information

- Revised: 07/31/23
- Created: 01/22/20