

## SOFTWARE DEVELOPER (Programmer III)

### DESCRIPTION

The Texas Commission on Law Enforcement (TCOLE) is seeking a Software Developer to join the Special Services/IT Division, located at 6330 E HWY 290, Suite 200, Austin, TX. The professional selected for this position will be experienced in object-oriented programming and the ability to engage in a collaborative, results oriented environment.

TCOLE dev team is tasked with developing and managing the software tools for law enforcement in Texas to have the best training and track mandatory compliance for peace officers and jailers. This is an outstanding opportunity to serve the entire Texas community in excellence in law enforcement.

The TCOLE development team has the security of an established agency with the flexibility of a small startup in implementation and design. Continuing to learn and keep in step with modern frameworks and programming practices, TCOLE offers access to DIR cybersecurity courses and enables training on current platforms such as AWS and Azure.

TCOLE offers a competitive salary and State of Texas benefits package that include everything from health insurance to a retirement plan and a variety of leave types. Please fill out the application completely including your experience, education, special training, skills and qualifications relevant to the position you are applying for. A skills exercise may be conducted at the time of the interview.

### GENERAL DUTIES

- Create new applications that integrate and stand along with existing applications and databases
- Refactor existing projects to enable new projects and features
- Work involves carrying out and/or coordinating programming projects, analyzing proposed applications, and designing solutions.
- Works closely with internal staff and external stakeholders to interpret business and system use cases and requirements.
- Performs research and analysis required for project and system modifications.
- Maintains knowledge of changing hardware, software, and security technology.
- Works under general to limited supervision, with limited to considerable latitude for the use of initiative and independent judgment.
- Work outside normal office hours/days during deployments when needed.

### EXPERIENCE AND EDUCATION

Experience in computer programming work. Graduation from an accredited four-year college or university with major coursework in computer science, computer programming or systems analysis and design, or a related field is generally preferred. Experience and education may be substituted for one another.

Must possess working knowledge, or ability to rapidly assimilate knowledge, of regulatory information related to TCOLE, State and Federal regulations, legislation, guidelines, policies, and procedures.

### MINIMUM KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of the principles, practices, and techniques of object-oriented programming -

Proficiency Windows IIS, SQL Server, ASP.Net

- 1 or 2+ years of experience working in C#.NET Core, Python, Java or other OOP languages

- Skill in problem solving and critical thinking
- Front end development experience with React.js, Angular.js, ASP.Net MVC or other modern front end frameworks
- Ability to code, test, unit test and debug software
- Ability to communicate effectively

**PREFERRED KNOWLEDGE, SKILLS, AND ABILITIES**

- Restful API design
- Cloud-hosting solutions and CI/CD pipeline tools / AWS
- Familiarity with Office 365's Power Platform (Power Apps, Power Automate, Power BI) - Experience in API development and maintenance
- Experience in Agile Scrum methodologies
- Experience in developing integrated solutions with backend SQL databases.

**MILITARY OCCUPATIONAL SPECIALTY CODES** can be found at <http://www.hr.sao.texas.gov/CompensationSystem/JobDescriptions>

**VETERAN'S PREFERENCE:** If you choose to claim veteran's employment preference including surviving spouse or orphan of a veteran as outlined by the State of Texas, you must attach a DD214 at the time your application is submitted.

**FOR NEW HIRES/REHIRES:** Health insurance is available the 1st of the following month after a 60-day waiting period.

**TO APPLY:** Jobs may be found at: [Job Search \(taleo.net\)](#)

**APPLICATIONS SUBMITTED THROUGH WORK IN TEXAS:** Work In Texas (WIT) applicants must complete the supplemental questions to be considered for the posting. In order to complete the supplemental questions please go to CAPPs Recruit to register or login and access your profile. Go to CAPPs Recruit to sign in (Link: [Job Search \(taleo.net\)](#))

**PLEASE NOTE:** All applications must contain complete job histories, which includes job title, dates of employment, name of employer, supervisor's name and phone number and a description of duties performed. If this information is not submitted, your application may be rejected because it is incomplete. Resumes do not take the place of this required information. Candidates may be asked to participate in a skills demonstration and/or presentation. Salary is contingent upon qualifications and is subject to salary administration and budgetary restrictions.

Complete copies of college transcripts must be furnished to the divisional hiring representative at the time of the interview for positions

If you are scheduled for an interview and require any reasonable accommodation in our interview process, please inform the hiring representative who calls you to schedule your interview. Whenever possible, please give the hiring representative sufficient time to consider and respond to your request. Only applicants scheduled for interviews will be contacted.

*As an equal opportunity employer, we hire without consideration to race, religion, color, national origin, sex, disability, age, or veteran status, unless an applicant is entitled to the veteran's preference.*

*This position requires the applicant to meet Agency standards and criteria which may include passing a pre-employment criminal background check, prior to being offered employment by the Agency.*