

## Non Management Career Path Systems / Software Engineering

### April 2010

JCC Title	Qualifications	Grade	FLSA	JCC Number	Job summary (all job qualifications and responsibilities are cumulative in nature)
Systems/ Software - Associate	Associate's degree in Computer Science or related field and 0 to 2 years related experience. Bachelor's degree preferred.  Demonstrated knowledge of relevant programming and scripting language(s) (e.g. C, C++, Visual Basic, JAVA, Perl, Python); and operating systems (e.g. Windows, Unix/Linux etc.)	57	Non-Exempt	3381	Modifies or develops applications or systems programs from well defined specifications or instructions. Codes, tests, debugs and documents and maintains those programs. Works under direct supervision with some routine task performed independently.
Systems / Software Engineer	Bachelor's degree in Computer Science or related field, or equivalent in education and experience. Up to 3 years of related experience. Demonstrated knowledge of relevant programming and scripting languages (e.g. C, C++, Visual Basic, JAVA, Perl, Python, etc) and operating systems (e.g. Unix/Linux, etc); demonstrated understanding and use of software engineering concepts, practices and procedures.  Preferred: 2 or more years of related experience.	59	Exempt	3375	Designs, develops, tests and maintains applications or systems programs. Gathers and provides input on functional specifications and requirements. Supports business user questions/issues regarding applications and/or systems issues and availability. Develops and maintains technical documentation. May perform other related technical support for the department or college. Is capable of completing the life cycle of a new program or module from design to develop, test and integration.
Senior Systems / Software Engineer	Bachelor's degree in Computer Science or related area. 3 or more years of programming/analysis experience. Demonstrated expertise in one or more areas of programming and scripting languages (e.g. C, C++, Visual Basic, JAVA, Perl, Python etc) and operating systems (e.g. Windows, Unix/Linux etc). Experienced in a variety of disciplines in technical domains focusing on particular expertise.  Preferred: 4 or more years related experience.	61	Exempt	3376	Designs, develops, tests, and maintains applications or systems programs. Typically works on more diverse and complex programming assignments that require advanced knowledge of programming and system capabilities. Evaluates user requests to determine feasibility, cost and time requirements, and compatibility with existing systems and capabilities. Develops and maintains technical documentation. May perform related technical support for the department or college.
Principal Systems / Software Engineer	Bachelor's degree in Computer Science or related field. 6 or more years of programming/analysis experience. Demonstrated knowledge of programming techniques and multiple programming languages of networked and centralized operating systems, enterprise database products and development suites. Ability to lead project teams.  Preferred: Master's degree and 7 or more years of related experience	64	Exempt	3377	Designs, develops, tests and maintains complex system or application programs. Establishes and validates requests for new programs; outlines steps required for program development; determines feasibility, cost and time requirements and compatibility with existing systems and capabilities. Provides advanced technical guidance to lower level staff. May act as project lead on smaller projects or projects that impact a specific department or division. This includes contributory budget responsibility, development of project plan and allocation and oversight of technical resources. Ensures systems / software projects are completed on time and within budget.

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Senior Principal Systems / Software Engineer (only used in centralized Computing Services or on a limited basis large colleges)	<p>Master's degree in Computer Science or related field or equivalent combination of training and experience. 7 or more years broad experience in a variety of technical environments including various platforms with a strong emphasis on large-scale distributed computing management; demonstrated experience in deploying production systems in a complex and heterogeneous computing environment.</p> <p>Preferred: 10 or more years experience including 5 or more years of diverse experience and exposure in technical project leadership.</p>	66	Exempt	3457 New job added in July of 2010	Leads in the planning, coordination and review of a domain of staff and work products associated with the development and engineering of the university's core computing systems. This incumbent is the key contributor to technical and architecture leadership and planning in systems / software engineering
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