



**JOB DESCRIPTION**  
**SYSTEM INTEGRATION/WEB DEVELOPER**  
**ESD/HSD Range 59 CSEA Salary Schedule- 261 Days (12 months)**

**DEFINITION:**

This position serves to manage all electronic account interface and design, develop and integrate computerized alternatives to manual processes; solve problems, provide information, recommend, and/or provide direction as may be required.

System Integration involves serving as the district point person to determine alignment of digital resources and client account interface. Partner with internal and external sources to create a seamless integration of systems. Align with the brand strategy platform. Work with vendors to maintain compliance of privacy of student information.

Web Development will be responsible for all aspect of web development for the district. Be responsible for maintain, expanding, and scaling our site, including: integrate data from various back-end services and sources; gather & refine specifications and requirements based on technical need; and work in concert with the Communication Department to training and support staff working in the Web-based Content Management System.

This classification is distinguished from related classifications by the emphasis on computer system analysis, web application programming, and application system maintenance.

**EXAMPLES OF DUTIES:**

1. Work with end-users to analyze business processes and produce functional requirements; document specifications for automated systems in accordance with departmental standards; define interactive menu structures, file structures, and audit controls; evaluate hardware requirements, develop program and data test specifications.
2. Identify potential solutions to problems and implement the best solution.
3. Technically maintain the district website and support schools with web design processes.
4. Evaluate vendor products to determine how well they meet district requirements; create feasibility studies; install and maintain vendor packages.
5. Write, modify, test, document, and implement new or existing application programs in accordance with design specifications and departmental standards.
6. Work with project teams to coordinate and manage the implementation of automated systems.
7. Provide technical training, direction, guidance, and problem resolution for departmental staff.
8. Research and maintain application development tools.
9. Establish, document, and maintain departmental development standards.

10. This in-office position which will serve as back-up phone support for district staff and provide backup support to other employees in the case of absence or work overload.
11. Provide technical information for district technology support staff.
12. Experience multiple deadlines and projects.
13. Work flexible hours to fully support mission-critical services
14. Support, promote and implement District policies and procedures. Maintain confidentiality in sensitive matters.
15. Perform other duties as assigned.

### **EMPLOYMENT STANDARDS, EDUCATION AND EXPERIENCE:**

Any combination of experience and training which would indicate possession of the knowledge, skills and abilities

- A four-year degree in Computer Science, Math or related subject with a desire of significant course work in programming languages, analysis, and structured program design.
- At least 5 years experience working as a programmer/web developer, with proven independent projects. Experience with GUI interface design, WEB enabled applications, SQL, and relational database design and implementation.
- Preferred experience working in an educational environment.
- Experience acceptable to the District may serve as a substitute for technical training.
- Candidate must be a detail-oriented self-starter who can take direction and then proceed independently.
- A candidate will be a good problem solver, work well in a team environment, and will have significant knowledge in a professional development environment.
- Fluent in development optimization techniques to deliver the best user experiences in the most technically efficient manner.

### **KNOWLEDGE AND ABILITIES:**

1. Preferred experience with Aeries and California Education systems
2. Structured analysis techniques and methodologies such as Waterfall or Agile development.
3. Knowledge or experience with application system design.
4. Experience developing in multiple web applications programming languages, structured programming. concepts, testing, and debugging procedures.
5. Understanding of different design patterns like Abstract, Factory, or MVC.
6. Relational database concepts including database design and data access methods.
7. WEB based development concepts and tools, including open source environment, using such tools as PHP, Java, ASP, Ruby.
8. Experience with server knowledge such as Apache, IIS, mod\_rewrite and DNS.
9. Ability to communicate effectively with other employees using tact, courtesy and good judgment.
10. Good written and verbal communications skills.

11. Effective time management skills to establish daily work priorities and accomplish tasks in a timely manner.
12. Ability to prepare and present technical or other reports to groups or individuals.
13. Creative problem solving, diagnostic, and trouble-shooting skills.
14. Ability to physically perform assigned duties including but not limited to lifting objects up to 30 pounds and sitting for extended periods of time.
15. Ability to work as part of a team.
16. Ability to communicate technical information effectively to non-technical audiences. Prepare clear and effective written communications. Maintain the confidentiality of sensitive information.
17. Ability to perform complex problem solving; communicate complex concepts simply. Respond to user needs in an assured and supportive manner.
18. Ability to establish cooperative relationships with district staff members, students, parents and community members.

### **WORKING CONDITIONS:**

Work is performed primarily in an office setting. Requires sufficient vision and clarity of speech and hearing to effectively communicate with others. Frequent mobility and/or sitting required for extended periods of time. Requires lifting of average weight material in difficult work positions. Frequently called upon to handle technical situations. Must possess a valid driver's license and maintain a good driving record. Must be able to work flexible hours to solve emergencies.

Board Approval:

THE SAN RAFAEL HIGH SCHOOL AND ELEMENTARY DISTRICTS ARE EQUAL OPPORTUNITY EMPLOYERS; ALL STAGES OF THE APPLICATION, INTERVIEW AND HIRING PROCESS ARE GOVERNED BY POLICIES WHICH ACTIVELY AND AFFIRMATIVELY ENSURES EQUALITY OF OPPORTUNITY TO ALL PERSONS REGARDLESS OF SEX, RACE, COLOR, RELIGIOUS CREED, NATIONAL ORIGIN, ANCESTRY, AGE OVER 40, MARITAL STATUS, PHYSICAL OR MENTAL DISABILITY, SEXUAL ORIENTATION, OR VETERAN STATUS.