

IT- Software Engineer Career Ladder Matrix

	Software Engineer Family				
Job Title	Software Engineer, Assoc	Software Engineer	Sr, Software Engineer	Principal Software Engineer	Mgr, Software Engineering
Job Code	MC0080	MC0079	MC0078	MC0074	MC0068
Pay Grade	74	75	76	76	76
Position Summary	This role is responsible for all the functions in all phases of applications development. This role assists with analysis of user needs, software and database design, programming and life cycle development of all business and clinical applications.	This role is responsible for all phases of the applications development. This role is responsible for the analysis of user needs, software and database design, programming and life cycle development of all business and clinical applications.	This role is responsible for all phases of the applications development.	This role is responsible for all phases of the applications development.	This role is responsible for providing technical leadership and mentoring a team of 10+ engineers.
Essential Functions /Scope	<p>*Participate in code reviews, support business processes, and assist in problem analysis and consultation</p> <p>*Contribute to technical design, code, testing, and debugging efforts</p> <p>*Ensure quality control through testing and debugging software for accuracy, completeness, and system integrity</p> <p>*Interact effectively and professionally with users, customers, vendors, and management to ensure delivery</p>	<p>*Work independently within guidelines, provide technical consulting on complex projects considering equipment capacity, limitations, operating time and desired results required</p> <p>*Enhance and make recommendations to Agile/ITIL/SDLC methodology</p> <p>*Identify and learn emerging technologies by participating in formal training when possible and by independent self-teaching and tutorials</p>	<p>*Provide mentoring and knowledge transfer to Software Engineers including input to code reviews, training and developing staff</p> <p>*Lead Agile/ITIL/SDLC methodology used across IT</p> <p>*Critique and oversee the creation of detailed technical designs, code, and testing methodologies</p> <p>*Lead in the design, development, implementation, integration, production support, and continuous enhancement of applications</p>	<p>*Drive technology plan for the IT organization, and ensure that plans for their assigned applications integrate effectively with other aspects of the technical road-map</p> <p>*Serve as technical expert for the software development life-cycle and support and maintenance for the code-based assets developed by the IT Engineering team.</p> <p>*Develop strong application/systems architecture/portfolio road-map, as well as evaluate and implement new and forward thinking technologies</p> <p>*Evaluate and research 3rd party software including feasibility studies.</p>	<p>*Manage and lead assigned staff. Hire, train, rate performance, and take disciplinary action when needed.</p> <p>*Provide technical leadership and mentor software developers</p> <p>*Technical ownership of many UMMS' software products and applications</p> <p>*Work closely with other members of the management team to guide and support UMMS product development</p>
Required Qualifications	<p>Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience.</p> <p>0 to 2 years of related experience</p> <p>Experience with development/software frameworks, and SDLC methodologies</p>	<p>Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience</p> <p>2+ years of related experience</p> <p>Experience building and consuming web services and APIs</p>	<p>Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience</p> <p>5+ years of related experience</p> <p>Advanced object-oriented/scripting analysis, design and programming skills</p>	<p>Bachelor's degree in Information Systems, Computer Science, a related field, or equivalent experience</p> <p>5+ years of related experience</p>	<p>Bachelor's degree in Computer Science, Information Management Systems, a related field or equivalent experience</p> <p>7 years of experience in design, delivery, and implementation of business applications and/or technology solutions in an integrated multi-vendor environment.</p> <p>3 years of management/supervisory responsibility for the development, implementation, and support of software applications/products</p>
FLSA Status	Exempt	Exempt	Exempt	Exempt	Exempt
Promotional Process	Requisition	Requisition or In-family Promotion	Requisition or In-family Promotion	Requisition or In-family Promotion	Requisition Stand alone position not considered part of any job family