

JOB DESCRIPTION

JOB DETAILS

Job Title: Intermediate Developer-Oracle

Job ID: IS2407

Classification: Information Systems R24

Classification Date:
(MM/DD/YYYY)

Branch: Information Technology

Unit: TIS-Application Dev & Maintenance

Reports to: Team Lead, Oracle Development

Security Screening: Yes

Union/Excluded: BCGEU

BRANCH DESCRIPTION

The Information Technology Services branch (ITS) provides the IT services to the BC Pension Corporation including; Application Development & Maintenance, IT Security, Release, Deployment, Solution Design, IT Operations, and IT Service management (ITIL). Services are delivered from a team of dedicated contributors who provide ongoing support and services to facilitate the execution of the corporation's strategy. This is an excellent opportunity for those interested in working with a team of professionals who enjoy a challenging and rewarding environment.

JOB SUMMARY

Reporting to the Team Lead, Oracle Development, the Intermediate Developer, Oracle will participate in the software development lifecycle and contribute to the technical design, development, enhancement and maintenance of BC Pension Corporation's information systems and services. This position is responsible for the delivery of software during the design, development, testing and implementation phases of projects throughout the systems life cycle.

JOB RESPONSIBILITIES

1. Provides technical design, development and maintenance of Pension Corporation applications, by:
 - Contributing analytical support for the development, maintenance and enhancement of corporate business applications;
 - Analyzing and reviewing the existing systems to identify potential enhancements and/or changes necessary to resolve user problems or improve operating efficiency;
 - Conducting detailed technical analysis to ensure that best cost and performance options are considered;
 - Designing, developing and testing system enhancements to meet user functional and technical requirements;
 - Identifying potentially re-usable system components;
 - Interpreting business functional requirement specifications and preparing detailed technical design specifications and models for projects;
 - Providing estimates for requested development work; and
 - Resolving critical systems problems quickly and effectively.
2. Guides and directs developers and contractors on a project basis, by:
 - Setting priorities, scheduling and delegating work;
 - Assigning, monitoring and reviewing work;
 - Mentoring and coaching to best practices;
 - Ensuring adherence to development and quality assurance standards; and
 - Monitoring and evaluating work performance.
3. Works with users to support new and modified systems by:
 - Providing Business Systems Analysts and clients with recommendations, including alternatives for problem resolution, complex ad hoc queries and application improvements;
 - Consulting with Help Desk staff and users to diagnose operating problems and provide technical analysis in response to emergency issues;
 - Evaluating and recommending software tools to enable the IT Branch to more quickly and accurately meet changing business needs;
 - Conducting peer code reviews to ensure adherence to defined quality assurance and quality control standards; and
 - Documenting technical solutions to enable ongoing application maintenance.
4. Other related duties as required, may include:
 - Assisting with the development of contract services and deliverables;
 - Participating as a full partner in the preparation and evaluation of technical resource Expressions of Interest;

- Contributing to the development of quality assurance standards; and
- Acting as a source of “trouble shooting” and problem resolution support to users and IT staff

EDUCATION

Degree/Diploma Obtained	Program of Study
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- Bachelor degree in information technology, computing science, or similar field and (2) years of related experience; OR
- Diploma in information technology, computer science, or similar field and (3) years of related experience.
- Certificate in information technology, computer science, or similar field and (4) years of related experience; OR
- An equivalent combination of education, training, and (5) years of related experience

EXPERIENCE

Years of Experience	Type of Experience
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2	Required
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A minimum of two years of recent practical experience that includes:

- o Producing software systems using Oracle Forms and Reports 11g/12c to transform concepts into viable solutions;
- o Participating in full systems development life cycle projects using standard methodologies.

Experience in the following is preferred:

- Developing database-driven solutions using SQL and PL/SQL.
- Developing application solutions using BI Publisher.
- Developing shell scripts using BASH.
- Producing software systems using Pro*C or C/C++.
- Experience working with source code management technologies, like Subversion.

KNOWLEDGE, SKILLS & ABILITIES

In addition to technical proficiency, the successful candidate should be able to:

- Perform technical analysis and implementation using development tools;
- Execute unit & integration testing to identify errors or inefficiencies in software;
- Identify technical specifications and quality assurance standards for application changes and enhancements; and
- Understand business needs and be able to translate those needs into system solutions through interface with varying levels of systems understanding.
- Applicants must have a thorough understanding of change management methodology and systems change life cycle and strong communication skills.

CORE COMPETENCIES

Navigating Change L2

Supporting self and others through change and transition and enabling successful transformation in work products and processes.

- Invites input and feedback on proposed changes.
- Supports others in generating new and innovative approaches.
- Builds support for new approaches and initiatives.
- Shares information on change in a timely manner.
- Identifies innovative approaches to deal with situations for which no known precedent exists.
- Eliminates unnecessary work activities.

Embracing Learning L1

Contributing to a learning culture by developing self and supporting others to acquire skills and improve performance.

- Self-assesses against expectations and standards to identify own learning needs in the current position.
- Reflects on completed activities, identifying what worked well, what didn't, and how to improve own performance.
- Openly shares knowledge with other employees.
- Seeks to learn from other employees.
- Takes advantage of learning opportunities provided to meet job requirements.

Client Orientation L1

Making it easy for our external and internal clients - seeing things through their eyes.

- Follows established processes to ensure consistent service.
- Responds to client needs in a timely, respectful, helpful, and courteous manner.

- Addresses client issues in order of priority.
 - Keeps clients up-to-date on the progress of the service they are receiving.
 - Directs clients to alternate service channels that may better meet their service needs.
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Accountability L2

Holding self and others accountable to deliver on commitments and to achieve desired results.

- Sets challenging but realistic goals for own area of responsibility.
 - Helps people improve performance to maximize results.
 - Holds people accountable for meeting established expectations.
 - Evaluates progress against established goals and objectives.
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Inspiring Trust L1

Inspiring confidence by demonstrating integrity and building credibility.

- Communicates professionally with others.
 - Presents information in a clear and confident manner.
 - Expresses own views while remaining open to alternative perspectives.
 - Respects other perspectives and opinions.
 - Speaks well of the organization and of each other.
 - Follows through on commitments.
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Decision Making L1

Enabling progress by resolving issues and supporting others in taking calculated risks and making decisions.

- Makes decisions within scope of responsibility.
 - Applies guidelines and procedures in making decisions.
 - Gathers input / information from different sources to support decision making or further action.
 - Seeks guidance when the situation is unclear.
 - Applies lessons learned when making decisions.
 - Supports established decisions.
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Organizational Focus L1

Aligning work priorities, processes and practices to achieve the strategic direction.

- Considers the impact of own actions on others.
- Identifies obstacles to existing processes and practices.
- Supports others in the achievement of work unit priorities.