

JOB DESCRIPTION

JOB DETAILS

Job Title: Senior Developer - Oracle

Job ID: IS2706

Classification: Information Systems R27

Classification Date:
(MM/DD/YYYY)

Branch: Information Technology

Unit:

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; IT Operations, Application Development & Maintenance, Quality Assurance, Deployment and Mid-tier, and Service Management. Services are delivered from a team of dedicated contributors who provide ongoing support and transformational services to facilitate the execution of the 12/21 corporate 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

The Senior Developer - Oracle contributes to the technical design, development, enhancement and maintenance of the Pension Corporation's information systems and services. This position is responsible for the delivery of Java software during the development, testing and implementation phases of projects throughout the systems life cycle.

JOB RESPONSIBILITIES

1. Collaborates with the Development Team Lead to plan and schedule development effort, by:
 - Determining priorities, directing and coordinating work flow;
 - Providing development effort estimates;
 - Participating in peer code reviews with the development team lead and other developers to ensure that work aligns with development standards;
 - Participating in joint application design sessions to gather client information and take the lead in recommending technical approaches to meet new and changing business requirements; and
 - Supporting the maintenance and emergency maintenance priorities of the Corporation's information systems and services.
2. Contributes to the technical design and development phases of the Corporation's systems projects, by:
 - Defining technical requirements, using business design specifications and industry-accepted best practices and standards;
 - Recommending best practices technical design alternatives to project teams;
 - Conducting detailed technical analysis to ensure that best cost and performance options are considered;
 - Analyzing proposed data structures and development environments;
 - Evaluating and recommending development tools, versions, languages, and techniques that will meet changing business needs;
 - Writing application specifications and deliverables for the contracted development of new systems and enhancement projects;
 - Creating system modules that support business and technical specifications;
 - Providing project status updates and monitoring project progress, milestones, targets, issues and changes;
 - Ensuring that required development, testing, training, and production environments are in place and to adhere to existing software configuration management standards;
 - Reviewing or performing unit and system tests of developed module groups and utilities to ensure correct integrated functionality that meets business and technical design specifications;
 - Designing, developing and maintaining project technical documentation throughout the system's production life; and
 - Resolving critical systems problems quickly and effectively.
3. Ensures that system products and databases being implemented support business and technical specifications, by:
 - Contributing to the overall test and implementation plans with technical and environmental considerations;
 - Directing or using rigorous test and quality best practices, and documenting the results;
 - Applying application tuning recommendations to promote fast, integrated functionality to supports client business requirements;
 - Designing, reviewing and ensuring that defined quality assurance and quality control standards for development, changes and enhancements are met;

- Supporting the change process by following established procedures for development, technical testing, implementation and ongoing maintenance.

EDUCATION

Degree/Diploma Obtained	Program of Study	
Bachelors	Computer Science	Required and

(4) years of related experience; OR
 - Diploma in Information Technology, Computer Science, or similar field and (5) years of related experience

EXPERIENCE

Years of Experience	Type of Experience	
4-5		Required

The candidate should have recent practical experience that includes:

- Providing solutions for complex systems using oracle technologies; and
- Software development building oracle database systems
- Oracle Forms and Reports 10g/11g
- Oracle BI Publisher
- SQL and PL/SQL

As well, the candidate will have a familiarity and demonstrated experience with:

- Oracle 10g/11g database
- J2EE compliant application servers (OC4J, WebLogic, WebSphere, JBoss etc.)
- Windows and Linux/Unix operating environments
- Developing test cases
- Working under source migration control
- Redwood Cronacle - Job Control System (JCS)

Preference will be given to the candidate who has recent experience with:

- A leadership role designing and architecting systems
- The BC Pension Corporation and/or the pension industry
- Customer payroll and/or pension applications
- Oracle and Web-based system development initiatives
- C/C++, Pro*C

KNOWLEDGE, SKILLS & ABILITIES

The successful candidate will have an in-depth knowledge of and familiarity with:

- SQL and PL/SQL programming “Best Practices “
- Using solid Object Oriented principles in the design and implementation of software

The successful candidate will be proficient in :

- Documentation and the preparation of technical specifications;
- Software maintenance and enhancement
- Unit testing and systems testing;
- The overall maintenance of a mission critical system

The successful candidate will be able to:

- Rapidly learn new software systems;
- Meet quality assurance standards; and
- Provide strong detailed analysis of technical issues.

Knowledge in the following areas would be an asset:

- PVCS Version Manager (or other source control system)
- Oracle 10g
- 10g Application Server
- Oracle Internet Directory (10g)

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.
-

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.
-

Inspiring Trust L2

Inspiring confidence by demonstrating integrity and building credibility.

- Creates opportunities to build internal and external relationships.
 - Demonstrates confidence in own abilities, views or decisions when challenged.
 - Provides skill, knowledge and talents to resolve complex issues.
 - Fosters trust by communicating consistent, reliable and accurate information.
 - Builds on others' ideas to develop support.
 - Helps others build confidence in themselves.
 - Recognizes the contributions and successes of others.
-

Decision Making L2

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

- Involves the right people in the decision making process.
 - Makes decisions by weighing several factors, some of which are partially defined with missing pieces of information.
 - Uses sound business sense to make decisions.
 - Considers risks when identifying or recommending options.
 - Provides context and rationale for decisions.
 - Provides information to others to support decision making on complex issues.
-

Organizational Focus L2

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

- Optimizes processes or practices to support the achievement of organizational goals.
- Helps team members understand the broader vision and how their work is aligned.
- Identifies broader implications of proposed positions, options and approaches.
- Makes connections between situations and patterns to improve decision making.
- Recommends approaches to address issues with a longer term perspective.