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**Sonoma County Library  
Announces an Employment Opportunity**

**IT PROGRAMMER ANALYST – ROHNERT PARK HEADQUARTERS  
40 HOURS PER WEEK – FULL TIME**

**THE POSITION:**

Under general supervision, the IT Programmer Analyst manages and administers Information Technology (IT) systems for the Sonoma County Library; installs and maintains a variety of enterprise system software and associated hardware; designs databases and procedures required to support system applications; performs database and/or website administration, programming, training, systems, and requirements analysis; performs other related duties as required. The incumbent will oversee all work that pertains directly to the Horizon ILS.

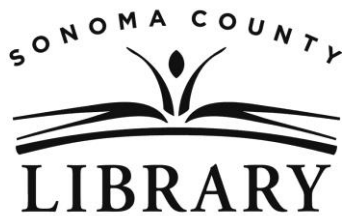
Please see the attached job specifications for full details about this position.

**TYPICAL TASKS include, but are not limited to:**

- Ensures availability and acceptable levels of performance of mission critical enterprise systems.
- Performs troubleshooting as required; leads problem-solving efforts often involving outside vendors and other support personnel and/or organizations.
- Customizes and enhance computer software packages and documents procedures.
- Administers and maintains enterprise systems such as the Integrated Library Systems (ILS), content management systems (websites), and/or digital services.
- Researches and tests new products and services.
- Performs SQL scripting and report generation.
- Develops and administers applications.

**KNOWLEDGE OF:**

- Principles, practices and techniques of system management including application design, system analysis, data base management, quality control, performance metrics, and hardware and software options for system applications.
- Integrations between tightly coupled systems requiring scheduled exports, imports, indexing and harvests.
- Enterprise systems and the traditional processes implemented, and data collected, and use of SQL Server Integration Service (SSIS).
- Programming techniques including integrated database management applications.
- The operational characteristics and capabilities of database management, content management, and enterprise systems, cloud computing, including data security and disaster recovery systems and procedures.
- Multiple operating systems, server administration, and networking.



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**ABILITY TO:**

- Plan, organize and document system design activities and to configure systems to be consistent with organization policies/procedures.
- Perform programming, scripting, database, and content management duties; utilizing a variety of programming languages such as: CSS, HTML, JavaScript, jQuery, XML, PHP, MySQL, Unix, Linux, MS DOS command line, SQL scripting and report generation, HTML, Cascading Style Sheets, and PERL, PHP, or other programming background.
- Maintain quality assurance and security procedures for applications services.

**MINIMUM QUALIFICATIONS:**

**Education and Experience:** Any combination of education and experience that provides the above knowledge, skills, and abilities necessary may be qualifying. A typical way of obtaining the required qualifications is to possess:

A Bachelor's degree or equivalent in Computer Sciences, Information Science, Information Systems management, Business Administration, or a related field, and two (2) years experience required, preferably in public library

**Licenses and Certifications:**

As a condition of employment, possession and continued maintenance of a valid California driver's license and a safe driving record.

**Desired Certifications:**

- Database Administration with SQL certification or equivalent.
- Sun Certified Java Programmer, Sun Certified Java Developer, or equivalent.

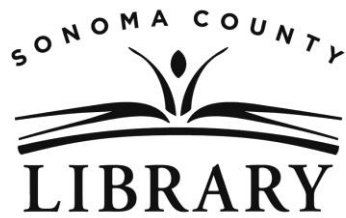
**SALARY RANGES:**            **\$39.70/hour to \$49.58/hour**

**CLOSING DATE:**            **Open Until Filled- First review of applications on  
Wednesday, September 29, 2021 at 5:00p.m.**

**APPLICATION PROCESS:** Please go to <https://www.calopps.org/sonoma-county-library> to apply. Applications must be complete and submitted by the final filing date in order to be considered. **Resumes will not substitute for a completed application.**

The application process may contain one or more of the following steps: a supplemental application, written test(s), skills assessment(s), and/or oral examination(s).

**EMPLOYMENT INFORMATION:**



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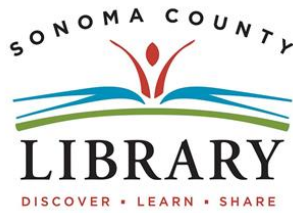
Employment offers will be contingent upon a successful pre-employment verification/criminal records clearance. Having a criminal record will not necessarily disqualify an applicant from employment.

**RECRUITING PROTOCOL IN RESPONSE TO CORONAVIRUS COVID-19:**

Pursuant to California Governor Newsom’s Executive Order N-29-20 issued on March 17, 2020, and all applicable COVID 19 Shelter in Place Orders issued by the Sonoma County Health Officer, the recruiting process including interviews, testing, etc. will be held via teleconference or online, if possible, unless changes occur in the state and/or county health order.

**REQUEST FOR ACCOMMODATION:** Sonoma County Library will make reasonable accommodations in the recruitment process to accommodate applicants with disabilities. If you are invited to participate in an examination or interview and have a disability for which you require an accommodation, please contact the Human Resources Department at (707) 545-0831 extension 1591 as soon as possible to make arrangements for your accommodation. Requesting accommodations at least 3 working/business days before the scheduled event will help to ensure availability. For further information regarding disability accommodations provided by the Library and related matters, see the Library’s website at <https://sonomalibrary.org/accessibility>.

*Sonoma County Library values diversity, empowerment, community, unity, kindness, connection, and equity. We are committed to diversity and inclusion in the recruiting and hiring of staff.*



**Est.: AUGUST 2021  
FLSA: EXEMPT**

## **IT PROGRAMMER ANALYST** Represented

### **DEFINITION**

Under general supervision, the IT Programmer Analyst manages and administers Information Technology (IT) systems for the Sonoma County Library; installs and maintains a variety of enterprise system software and associated hardware; designs databases and procedures required to support system applications; performs database and/or website administration, programming, training, systems, and requirements analysis; performs other related duties as required.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives general supervision from the Information Technology Manager or Sr. IT Programmer Analyst; incumbents are expected to perform the full range of duties with only occasional instruction or assistance, and frequently work outside the immediate proximity of a supervisor. The IT Programmer Analyst is fully trained in the scope of duties associated with this level and work is normally reviewed only on completion and for overall results. They may also assist in training and providing direction to others.

### **CLASS CHARACTERISTICS**

The IT Programmer Analyst is the journey-level classification responsible for the development, administration, and maintenance of an assigned IT system, including internet and data systems integration between public-facing and internal platforms. Incumbents at this level are expected to be fully competent to perform the position's full range of duties independently. This classification is distinguished from the Senior IT Programmer Analyst in that it performs assignments that are less complex in scope or nature. Additionally, this class does not supervise lower level staff.

### **EXAMPLES OF TYPICAL JOB FUNCTIONS** (Illustrative Only)

*Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

As assigned:

- Ensures availability and acceptable levels of performance of mission critical enterprise systems.
- Performs troubleshooting as required; leads problem-solving efforts often involving outside vendors and other support personnel and/or organizations.
- Customizes and enhance computer software packages and documents procedures.

- Administers and maintains enterprise systems such as the Integrated Library Systems (ILS), content management systems (websites), and/or digital services.
- Researches and tests new products and services.
- Performs SQL scripting and report generation.
- Develops and administers applications.
- Serves as the system technical resource expert to all Library departments and affiliated libraries through identifying, designing, and development of system applications.
- Designs the system databases and develops strategies and procedures for integrating the system with existing databases.
- Recommends, installs, troubleshoots, and supports system software, databases, and spreadsheets.
- Monitors, maintains, and manages Library's online patron support system.
- Manages ILS catalog website interface customizations; implements profile changes; manages integration with ILS used to catalog Library holdings.
- Ensures that forms, policies, and procedures are controlled, approved, and authorized providing updated and accurate information.
- Maintains awareness of current advances in technology as they relate to the Library's needs and objectives relating to assigned system.
- Represents the Library in inter-agency coordination activities relating to assigned system.
- Coordinates projects or components of projects; acts as a liaison between various department and outside contacts.
- Attends and participates in a variety of meetings, seminars, and committees; maintains liaison with vendor representatives.
- Provides technical training on system use and content; coordinates system-wide technical training and implementation; trains new hires.
- Troubleshoots during system emergencies; communicates with branch staff.

## **COMPETENCIES**

### **Knowledge of:**

- Principles, practices and techniques of system management including application design, system analysis, data base management, quality control, performance metrics, and hardware and software options for system applications.
- Integrations between tightly coupled systems requiring scheduled exports, imports, indexing and harvests.
- Enterprise systems and the traditional processes implemented, and data collected, and use of SQL Server Integration Service (SSIS).
- Programming techniques including integrated database management applications.
- The operational characteristics and capabilities of database management, content management, and enterprise systems, cloud computing, including data security and disaster recovery systems and procedures.
- Multiple operating systems, server administration, and networking.
- The principles and procedures of quality assurance and security related to computer applications.
- The principles, practices, methods, and techniques of providing information systems project management services.
- The methods and techniques of system design programming and software installation.
- Principles, practices, and procedures of analysis and design, system development, of computer science and information systems programming.
- Principles and practices of software troubleshooting.

- Various computer languages used for enterprise system, content management system, and database applications.
- Records storage and handling techniques.

**Ability to:**

- Plan, organize and document system design activities and to configure systems to be consistent with organization policies/procedures.
- Perform programming, scripting, database, and content management duties; utilizing a variety of programming languages such as: CSS, HTML, JavaScript, jQuery, XML, PHP, MySQL, Unix, Linux, MS DOS command line, SQL scripting and report generation, HTML, Cascading Style Sheets, and PERL, PHP, or other programming background.
- Maintain quality assurance and security procedures for applications services.
- Promote the automation of business functions.
- Install, test, and configure hardware and software applications and programs.
- Analyze informational requirements and needs, end-user requirements, recommend technological advancements, identify problems, provide technical advice and consultation, and ensure efficient computer systems utilization.
- Analyze data and develop logical solutions to problems.
- Monitor system utilization and recommend appropriate revisions to processes, procedures, and operations.
- Work independently in the absence of supervision.
- Manage information systems projects and adhere to project deadlines.
- Document and maintain organization of work.
- Work independently in accordance with established guidelines.
- Provide training, support, and advice on technical issues to system users.
- Document hardware and software installations and problem resolution.
- Prepare reports of a general or technical nature.
- Perform multiple tasks concurrently and respond to emergencies effectively.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.
- Communicate technical/complex information both verbally and in writing.
- Remain current with rapidly changing developments, trends, and innovations in the field, and work effectively and cooperatively with others at all levels in the agency.

**MINIMUM QUALIFICATIONS**

**Education and Experience:** Any combination of education and experience that provides the above knowledge, skills, and abilities necessary may be qualifying. A typical way of obtaining the required qualifications is to possess:

A Bachelor's degree or equivalent in Computer Sciences, Information Science, Information Systems management, Business Administration, or a related field, and two (2) years experience required, preferably in public library

**Licenses and Certifications:**

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Desired Certifications:

- Database Administration with SQL certification or equivalent.

- Sun Certified Java Programmer, Sun Certified Java Developer, or equivalent.

### **PHYSICAL DEMANDS**

Must possess mobility to work in a standard office and library setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; color vision, for example, to use services that still color-code status and to configure computer wiring; hearing and speech to communicate in person, before groups, and over the telephone; the ability to operate a motor vehicle and to visit various branches and meeting sites. This classification primarily works indoors and requires movement between work areas. Finger dexterity is needed to access, enter, and retrieve materials and data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers when installing and repairing computers and various other equipment. Positions in this classification occasionally lift and carry reports, records, and materials that typically weigh less than twenty-five (25) pounds. Employees may push wheeled carts loaded with library materials or equipment weighing up to and occasionally up to one hundred (100) pounds, with or without accommodation.

### **ENVIRONMENTAL ELEMENTS**

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

### **WORKING CONDITIONS**

May be required to work flexible schedules including evenings and weekends.