

Oklahoma Public Employees Retirement System (OPERS)  
Vacancy Notice: Lead Applications Systems Analyst/Developer (unclassified)

OPERS is accepting applications for a Lead Applications Systems Analyst/Developer. To be considered, submit the following documents by the application deadline:

1. Cover Letter
2. Resume
3. OPERS Employment Application (available at [www.opers.ok.gov/jobs](http://www.opers.ok.gov/jobs))

Application materials may be submitted using one of the following methods:

Email: [dbyrd@opers.ok.gov](mailto:dbyrd@opers.ok.gov) (include in the subject line "Lead Developer Search")  
Fax: (405) 848-5967  
US Mail: Oklahoma Public Employees Retirement System  
ATTN: Human Resources  
5801 Broadway Ext., Suite 200  
Oklahoma City, Oklahoma 73118

All OPERS positions are located at 5801 Broadway Ext., Suite 200, Oklahoma City, OK 73118. Regular business hours are 8:00 a.m. until 5:00 p.m., Monday through Friday.

Application Deadline: Friday, December 11, 2015, by 5:00 p.m.

Hiring Rate: Up to \$83,000 (depending on qualifications & experience)

**BASIC PURPOSE:** This position is responsible for systems analysis, design, development, maintenance, and support of the application systems for OPERS, currently an Oracle PL/SQL environment. In order to keep the current system available for end users, some work may be required on weekends and evenings.

**ESSENTIAL FUNCTIONS:** The primary functions of this role include business analysis, process design and improvement, project management, quality assurance, Oracle and Oracle Apex programming and development, delegation and coordination of the team's work, technical advising, and documentation development. The essential functions of this position include, but are not limited to, the following:

- Take the lead role in user requirements definition, business case development, systems analysis and design, process mapping, and technical specification
- Manage technical projects on behalf of the IT department, in collaboration with the business units
- Align IT systems architecture to business strategy via the application of enterprise best practices and design patterns
- Review and analyze agency information system needs; collaborate with the business units and technical resources to deliver appropriate technical solutions to end-users
- Ensure systems match effectively designed business processes, leading or aiding in the design of those business processes when appropriate
- Utilize a high-level knowledge of industry standard technologies and experience of designing technical specifications to liaise with the business units in order to support and manage changes to the agency systems
- Provide technical guidance, training, review, and assistance to programmers, analysts, and/or developers
- Analyze and design program logic, screen layouts, and reports to support the development of new or enhanced systems
- Design, develop, test and implement new forms, reports, and PL/SQL programs that support business requirements
- Provide expertise and guidance for the development of new application and data architectures
- Lead and oversee the development and maintenance of new and existing Oracle APEX applications
- Create a robust, sustainable architecture that supports requirements and provides for expansion
- Design and manage a process for quality assurance of agency systems and application development
- Define standards, guidelines, and best practices for the implementation of technical development solutions
- Coordinate the documentation of relevant team processes and policies
- Advise the IT Director and Agency Executive Director on industry best practices, available tools and products, and their relevance to the mission and functions of the agency

**KNOWLEDGE, SKILLS, AND ABILITIES:**

- Strong understanding of development principles and best practices
- Knowledge of Oracle PL/SQL and the ability to create functions, procedures, and triggers, as well as knowledge of general computer technology, programming languages, and coding processes and

security measures. Knowledge of rapid application development tools such Oracle Forms, Reports, and Application Express

- Ability to review and translate specifications and develop applications to produce desired results
- Ability to convert business requirements into data models and PL/SQL code
- Strong understanding of effective change management principles
- Strong understanding of the software development cycle
- Knowledge and understanding of project management principles and methodologies
- Knowledge and understanding of business analysis principles and methodologies
- Strong understanding of process improvement and continuous improvement principles and methodologies
- Ability to stay up-to-date with changes in computer technology and specific application systems
- Ability to review and analyze user requests and other information, and design, test, and document programs and systems
- Ability to analyze current system and improve database table structures and relationships
- Knowledge of core database concepts and hands-on experience with performance tuning of PL/SQL code.
- Strong problem solving skills
- Strong technical writing skills and the ability to create training materials and train others.
- Ability to excel in idea generation, evaluation, and prioritization
- Ability to work individually and collaboratively to achieve agency and team goals

**EDUCATION AND EXPERIENCE:**

- Bachelor's degree including at least 24 hours of computer science or management information systems course work at an accredited college or university or technical school leading to certification (preferred)
- 3+ years of experience using and documenting Oracle PL/SQL (required)
- 3+ years of experience with Oracle databases, including strong technical abilities in the following areas: (1) Writing Procedures, Packages, Functions, Database triggers, Views, (2) Query Level Performance Tuning, (3) Developing Oracle Batch Processes, and (4) Developing Oracle Efficient Data Model Design (required)
- 3+ years of experience using rapid application development tools such as Oracle Forms, Reports, and Application Express (required)
- 3+ years of experience in database design (required)
- Experience working as a part of a project team or leading technical projects (required)
- Experience with requirements gathering and developing appropriate systems and programs based on business strategy (required)
- Experience mentoring and coaching other developers (preferred)
- Experience with process improvement and/or continuous process improvement (preferred)
- Experience developing and providing end-user training (preferred)