Technical Management - Application Development Track

Job Family	Grade 14 - Individual Contributor	Grade 15 - Individual Contributor
Application Systems Development	Lead Application Systems Developer	Technical Director
Purpose:	Responsible for planning, execution and management of application development projects. Provide technical expertise and leadership for applications. Leads application planning.	Responsible for planning, execution and management of application development projects. Provide technical expertise and leadership for applications. Leads application planning. Draws on experience and/or expert resources with in-depth technical knowledge to provide solutions by developing complex, multi-faceted software applications.
Relation to Supervision:	Works independently while leading and coordinating all levels of activities including project lifecyle, software development lifecyle and day to day operations.	Acts as SME and sets strategic direction for underlying technology platform (s). Works independently while leading and coordinating all levels of activities including project lifecyle, software development lifecyle and day to day operations.
Development:	Oversees or develops integration of coding/logic when multiple modules are developed by various groups/individuals.	Accountable for development of methodologies, strategies, and standards. Manages complex projects, components and systems. Consults on development, application and integration issues that are complex and multiplatform/application in nature.
Relationship Management:	Leads specific infrastructure, systems and applications initiatives. Provides expert level assistance to less senior application developers; functions as a technical consultant.	Sets expectations for and actively fosters constructive problem solving and collaboration between team members at all levels. Acts as an individual contributor/consultant on infrastructure and integration issues that are complex and multiplatform/application in nature.
Education & Experience:	Bachelors degree and/or its equivalent required. Minimum 5-7 years related experience. Expert level experience in all relevant applications design and development languages, methodologies and tools.	Bachelors degree and/or its equivalent required. Minimum 7-9 years related experience. Expert level experience in all relevant applications design and development languages, methodologies and tools.
Soft skills:	Demonstrates excellence in a variety of competencies including teamwork/collaboration, analytical thinking, communication, influencing skills, and proven ability to act as a change agent.	Demonstrates excellence in a variety of competencies including teamwork/collaboration, analytical thinking, communication, influencing skills, and proven ability to act as a change agent. High degree of emotional intelligence. Proven ability to cultivate and maintain relationships.
Technical Skills:	Expert level skills in all relevant technical specialties, methodologies and tools. Broad functional and/or technical experience in all relevant technical specialties, methodologies and tools.	Expert level skills in all relevant technical specialties, methodologies and tools. Broad functional and/or technical experience in all relevant technical specialties, methodologies and tools. Acts as a subject matter expert (SME) in a technical specialty, methodology and/or tool.