JOB DESCRIPTION

1044 – HR Applications Engineer

Annual Salary: $150,124 - $213,668

Apply Link: [1044_HR Applications Engineer](#)

Description:

The San Francisco Public Utilities Commission (SFPUC) is seeking an experienced, outgoing and motivated HR Applications Engineer to provide functional and technical support for HRS information systems. Under general direction of the ITS Project Director, this position will be responsible for aligning SFPUC HRS' business needs with technology solutions and performing all aspects of the analysis, design, programming, testing, debugging, and deployment of fully functional .Net MVC applications for the key HRS systems. We approach our work in a manner that is inclusive of environmental and community interests and sustains resources. As a technologist in the Bay Area you have choices; when you help the City support natural resources in our community, you Choose Purpose.

Essential functions of the position include:

- Partner with HRS in the development of solutions for new ideas/demands in order to achieve organizational goals and improve efficiencies.
- Partner with HRS on implementation, testing, training and knowledge-transfer of new technologies or changes to existing processes and systems.
- Work with business stakeholders to provide on-going user and system support, monitoring, system administration and troubleshooting for various internal Human Resources Information Systems such as Position Control System, Position Request Workflow, Hiring Tracker, and third-party systems such as SumTotal (LMS System), Quantum Workplace.
- Develop, implement and support web applications and web services with Visual Studio 2015+, C#, .NET 4.0+, .Net Core, ASP.Net MVC framework, JavaScript, and jQuery.
- Perform project management responsibilities including coordination of project activities among business stakeholders, consultants and vendors including development.
- Maintain and support existing data interfaces and extractions with SumTotal, Visier People, ServiceNow HR Service Delivery, Quantum Workplace, and SF People & Pay (Oracle PeopleSoft).
- Determine proper source control and installation procedures for software applications to deploy them on development, staging and production servers. Plan, participate and implement backup and disaster recovery procedures for supported systems.
- Provide ad-hoc data services for data extraction and reporting, using SQL, PL/SQL, Cognos and Power BI.
- Plan, implement and maintain upgrades/updates/fixes for core operating systems and their related components, without negative impact to overall application availability and reliability.
- Perform other related duties, as assigned

Required Qualifications for the position include:

Education:
An associate degree in computer science, or a closely-related field from an accredited college or university OR its equivalent in terms of total course credits/units [i.e., at least sixty (60) semester or ninety (90) quarter credits/units with a minimum of twenty (20) semester or thirty (30) quarter credits/units in computer science or a closely-related field].

Experience:
Five (5) years of experience analyzing, installing, configuring, enhancing and/or maintaining the components of an enterprise network.

Substitution:
Additional experience as described above may be substituted for the required degree on a year-for-year basis (up to a maximum of two (2) years). One (1) year is equivalent to thirty (30) semester units/ forty-five (45) quarter units with a minimum of 10 semester / 15 quarter units in computer science or a closely-related field.

Desirable Qualifications/Ideal Candidate

- Thorough understanding of web technologies and experience with Microsoft technology stack. 5+ years of experience or equivalent proficiency in application design and programming with Visual Studio 2015+, C#, .NET 4.0+, .Net Core, ASP.Net MVC framework, JavaScript, and jQuery.
- Can independently lead and manage software projects and coordinate activities among business stakeholders, consultants and vendors and is well versed in the system development lifecycle (SDLC) and Agile development methodologies.
- Can facilitate requirements gathering and create technical design documents for system change within a reasonable timeframe.
- Proficient in relational modelling of data structures and writing SQL.
- Proficient with SQL, PL/SQL and reporting platforms like Cognos or Power BI.
- Excellent written and verbal skills in expressing ideas, policies, and technical issues with sharp business acumen.
- Strong independent work ethic with ability to work well in teams with diverse personalities.
- Excellent written and verbal skills in expressing ideas, policies, and technical issues.

Application Process

The application link will bring you to the general City and County of San Francisco's *Principal Information Systems Engineer - Applications Specialty* application website. You must apply to that general posting to be considered for this specific 1044 HR Applications Engineering position.

If you have more questions regarding the HR Applications Engineer position, please contact Raman Virk at RVirk@sfwater.org

For the SF Tech Hire program and hiring process, please contact Edmundo Aguirre at Eddie.Aguirre@sfgov.org