



JOB INFORMATION

Job Code:	165227
Job Title:	Senior Programmer Analyst
FLSA Status:	Non-Exempt
Supervisory:	May oversee student and/or temporary workers.
Job Family:	Programming - Analysis
Job Family Group:	Information Technology
Management Level:	7 Individual Contributor

JOB SUMMARY

Develops and/or adapts computer systems which are complex and very large in scope. Analyzes business requirements for large multifunctional projects. Identifies business practice and integration issues, suggesting alternative solutions. Interfaces with users to determine data processing requirements. Designs systems to satisfy user needs. Writes computer programs to meet system design specifications.

JOB QUALIFICATIONS:

Education

Req	Pref	Degree	Field of Study
X		Bachelor's degree	
	X	Bachelor's degree	

Additional Education

Check here if experience may substitute for some of the above education.

Combined experience/education as substitute for minimum education

Work Experience

Req	Pref	Work Experience	Experience Level
X		3 years	
	X	5 years	

Additional Work Experience

Check here if education may substitute for some of the above work experience.

Combined experience/education as substitute for minimum work experience

Knowledge, Skills and Abilities

Req	Pref	Functional Skills
X		Business application design, development, installation and modification.
X		Competent to work independently on complex programming activities.

Other Job Factors

JOB ACCOUNTABILITIES

	<i>% Time</i>	<i>Essential</i>	<i>Marginal</i>	<i>N/A</i>
Analyzes business requirements for large multifunctional projects. Identifies business practice and integration issues, suggesting alternative solutions.				
Designs, develops and implements complex computer systems, programs and applications. Defines system scope and objectives. Interfaces with users to identify and develop system requirements taking into account desired results, hardware limitations and operating requirements. Prepares detailed specifications from which programs will be written and/or modified.				
Searches for opportunities to elevate the capabilities of technology systems to meet business needs by capitalizing on emerging technologies and adapting current technologies to meet the needs of the user. Performs feasibility studies.				
Prepares system and programming documentation for users and other programmers in accordance with internal and external standards. Trains users and programmers as required.				
Develops test data, revisions and routines required for program check-out. Ensures procedures are thoroughly tested before release. Writes reports on test results.				
Detects, defines and debugs programs whenever problems arise.				
Provides leadership, guidance and direction to other programmers, as needed. Reviews the work of others, as requested.				
Networks with professional counterparts inside and outside the university. Participates in professional associations to stay informed of new developments and technologies. Makes recommendations to senior management regarding technology changes based on developments in field and business needs.				

Other Requirements

<i>Essential:</i>	<i>Emergency Response/Recovery</i>	<i>Essential:</i>	<i>Mandated Reporter</i>
	In the event of an emergency, the employee holding this position is required to "report to duty" in accordance with the university's Emergency Operations Plan and/or the employee's department's emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed.		A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law and USC's policy at: https://policy.usc.edu/mandated-reporters/
<i>Campus Security Authority (CSA)</i>			<i>Essential:</i>
By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC's policy at: https://dps.usc.edu/alerts/clery/			No

ACKNOWLEDGMENTS

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

Print Employee Name

Signature

Date

Print Manager Name

Signature

Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.