Career Opportunity

PROGRAMMER ANALYST
DISTRICT OF SOUTH DAKOTA

Vacancy No.: 03-24

Number of Vacancies: 1

Location: Rapid City, South Dakota

Salary: CL 28 $69,551- $113,078 commensurate with experience

Employment: Permanent, full-time

Closing Date: Open until filled; priority consideration given to applications received by April 26, 2024

BENEFITS
- Paid Annual & Sick Leave
- Paid Paternal Leave
- 11 Paid Holidays
- Employer Subsidized Health Insurance
- Group Life Insurance
- Supplemental Vision/Dental Insurance
- Retirement Benefits Plan (FERS)
- Thrift Savings Plan (TSP)
- Flexible Spending Accounts
- Pre-tax benefit programs
- Employee Assistance Program (EAP)
- Telework opportunities

www.sdd.uscourts.gov

ABOUT THE COURT
The U.S. District Court for District of South Dakota was established in 1889 when the Dakota Territory was divided into North and South Dakota. The Court handles issues pertaining to federal law within the state of South Dakota and has courthouses in Sioux Falls, Rapid City, Pierre, and Aberdeen.

The U.S. District Court consists of federal court chambers, a clerk's office, and a probation and pretrial services office. The district has two Article III district judges, two senior district judges, and three full-time magistrate judges. Additionally, U.S. Probation has satellite offices in Eagle Butte, Kyle, McLaughlin, Mission, and Winner.

ABOUT THE POSITION
The U.S. District Court for the District of South Dakota is seeking a Programmer Analyst who will function as part of the IT automation team and focus on meeting the software and program needs for employees within District Court, Probation and Pretrial Services, and Bankruptcy Court.

Programmer analysts perform professional work related to designing, modifying, and adapting existing software. Programmer analysts at this level of function are primarily responsible for writing code and meeting with end users to analyze their needs and to implement software solutions.

POSITION DUTIES AND RESPONSIBILITIES
- Design, develop, modify, adapt, and maintain custom applications using C#, SQL, CF Script, and TypeScript/JavaScript.
- Install, configure, test, manage, and support national and local systems interfacing with SharePoint, Informix, and SQL.
- Analyze end user needs and software requirements to determine feasibility of software design while taking time and cost into consideration.
- Provide technical expertise in the development and operational support of court systems and services.
- Write and maintain documentation for automation solutions and processes as well as locally developed software.
- Scan custom software using Sonatype and Fortify tools for vulnerability assessment and implement fixes or document issues accordingly.
- Provide backup to other subject matter experts in support of Windows server and desktop management, wireless network management, VMware Horizon or other virtual desktop technologies.

- Assists with the technical training for all employees; train on new or changed features, applications, and processes.
- Occasional travel to other locations with the District.

QUALIFICATIONS/ABILITIES
- Two years of specialized* experience or completion of a master's degree or two years of graduate study (27 semester or 54 quarter hours) in an accredited university in a closely related field.
- Knowledge of applicable programming languages, databases, and application design.
- Knowledge of computer systems and networks.
- Skill in building or adapting programs, equipment, and technology.
- Ability to communicate technical information clearly and effectively to end users, both orally and in writing.
- Skill in writing program documentation.

*SPECIALIZED EXPERIENCE
Progressively responsible experience in, or closely related, to the position's work that has provided the particular knowledge, skills, and abilities to perform the position's duties successfully. For example: progressively responsible experience designing, implementing, or maintaining computer systems that included completing computer project assignments involving systems analysis, computer programming, systems integration, and information technology project management.

PREFERRED SKILLS & EXPERIENCE
- Bachelor's degree in computer science or IT-related field.
- SharePoint development and administration experience.
- Experience with Informix and interfacing with CM/ECF and PACTS.
- An understanding of Microsoft SharePoint Libraries, Lists, and Workflows.
- Experience with Microsoft Server and Desktop operating systems.
- Experience with SharePoint, Office 365, OneDrive, Power BI, Power Apps, SQL, and other Microsoft Online products.
- Experience with data and systems security.
- Experience supporting large, complex, or enterprise-wide solutions.
- Previous court experience a plus.

SELECTION PROCESS

The most qualified applicants will be invited to one (or more) personal interviews with the court. Applicants selected for interview(s) must travel at their own expense and relocation expenses will not be reimbursed.

Prior to appointment, the person selected for this position will be required to undergo a criminal background check. Employment is considered provisional until the background check is successfully completed.

www.sdd.uscourts.gov

CONDITIONS OF EMPLOYMENT

- Applicants must be a U.S. citizen or eligible to work in the United States.
- Judiciary employees must adhere to the Code of Conduct for Judicial Employees at all times.
- Employees of the United States District Court are hired under excepted appointments, are not covered by the Civil Service System, and are considered "at will" employees.
- The candidate hired for this position will be subject to a full background record check.
- This position is subject to mandatory electronic funds transfer participation for payment of net pay (direct deposit).
- The U.S. District Court for the District of South Dakota reserves the right to amend or withdraw any vacancy announcement with or without written notice to applicants. If a subsequent vacancy of the same position becomes available within a reasonable amount of time after the original announcement has closed, the Court Unit Executive reserves the right to select a candidate from the original applicant pool of the previous vacancy announcement.

THE DISTRICT OF SOUTH DAKOTA IS AN EQUAL OPPORTUNITY EMPLOYER AND COMPLIES WITH THE FAIR CHANCE TO COMPETE ACT

JUDICIARY BENEFIT DETAILS

Employer Contributions
- FERS eligible employees receive judiciary-paid Basic Benefit contributions each pay period
- Optional Thrift Savings Plan (TSP) enrollment for pre- or post-tax (Roth) withholdings
- Optional TSP catch-up contribution for employees age 50+
- Participating TSP employees receive 100% match for first 3% contributed to the plan and $.50 per $1.00 match for the next 4-5% up to a maximum 4% employer match
- TSP eligible employees also receive an automatic 1% contribution to their TSP plan each pay period
- Social Security benefits contributed at 6.2% of employee earnings up to annual SS Wage Base
- On average, 72% of an employee's total health insurance premium is paid by the judiciary with enrollment choices of Employee, Employee +1, and Family coverage
  - Over 20 different FEHB plan options available with varying deductible and co-pay limits
- Judiciary pays 1/3 of the cost for employee's Basic Life Insurance
- Free Employee Assistance Program (EAP) available to employees, spouse, and/or dependents 24 hours a day, 7 days a week

Time Off
- Annual leave
  - 0-3 years of service accrue 4 hours/pay period
  - 3-15 years of service accrue 6 hours/pay period
  - 15+ years or service accrue 8 hours/pay period
- Sick leave: accrue 4 hours/pay period with no limit cap
- Bereavement Leave: up to 104 hours of paid bereavement leave per year paid from sick leave bank
- Paid Parental Leave: up to 12 weeks of paid leave for childbirth or adoption (eligibility conditions apply)
- Bereavement Parental Leave: up to 2 weeks paid for loss of child
- Compensation time earned based upon employee classification level
- Administrative Leave: discretionary leave granted for voting, emergency closures, etc.
- Paid Holidays – minimum of 11 paid holidays per year: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day

Other Judiciary Benefits
- 10 different vision insurance plans
- 16 different dental insurance plans
- Flexible benefit health care reimbursement
- Flexible benefit dependent care reimbursement
- Paid employee parking
- Supplemental life insurance for spouse and children
- Accidental Death & Dismemberment (AD&D) insurance coverage
- Long-term care insurance
- Disability insurance
- Disability retirement (eligibility conditions apply)
- Professional liability insurance reimbursement
- Employee referral bonus
- Flexible scheduling/telework opportunities (eligibility conditions apply)
- National Leave Transfer Program - donated paid time off for employees needing extended leave due to medical complications, childbirth, or other emergencies
- Hotel discounts via FedRooms.gov
- Continuing education and local/national training and informational opportunities:
  - Judiciary Online University virtual learning + monthly benefit webinars

In Retirement
- Full continuation of health insurance for employee and spouse with continuation of judiciary-paid premiums (eligibility conditions apply)
- If FERS-eligible, receive a monthly paid Basic Benefit annuity with survivor annuity option
- Monthly-paid FERS annuity supplement ("social security bridge") paid by OPM if retiring under age 62
- TSP participant withdrawal options via monthly, annual, or as needed basis with additional options to purchase TSP annuities
- Optional continuation of life insurance coverage (eligibility conditions apply)
- Fully paid out unused annual leave hours
- Unused sick leave hours are converted and added to service credit time increasing monthly FERS payment

See the Total Compensation Estimator to see how the judiciary contributes to the benefits of every employee.