



CORE TECHNOLOGY SERVICES

Position Title: HCM Lead Programmer Analyst

Position #: 00100418

Salary: Minimum starting annual salary \$80,000+ per year/full-time, exempt (from FLSA overtime), benefited position in the 3000 broadband

Location: Fargo, ND (preferred) or Grand Forks, ND

Closing Date: Applications received by noon on December 30, 2019 will be given first consideration. Screening of applications will begin on December 31, 2019. Open until filled.

Description: The HCM Lead Programmer Analyst provides support for ConnectND (CND) which includes responsibilities of developing, implementing, maintaining and improving North Dakota University System's (NDUS) Enterprise Resource Planning (ERP) and/or ancillary information systems. This position's function is to support and solve problems for Oracle PeopleSoft and ancillary systems by providing effective communication, project management, project development, leadership, technical knowledge, expertise and experience, especially with respect to the Human Capital Management (HCM) application.

Minimum Qualifications:

- Bachelor's degree in Computer Science, MIS, IS or a closely related field.
- 2 years of experience supervising teams in a technical environment.
- 5 years of related work experience programming, system design/analysis.
- 3 years of related work experience programming PeopleSoft Applications.
- Working knowledge of a database management system MS SQL Server, Oracle or other relational database.
- Knowledge and experience in object-oriented programming languages and tools.
- Demonstrated ability to solve problems creatively using a variety of approaches.
- Demonstrated ability to analyze user needs to determine feasibility of design within time and cost constraints.
- Working knowledge of PC software such as Windows, Microsoft Office, etc.
- Effective interpersonal, oral and written communication skills with ability to successfully convey ideas and contribute in team environment.

Preferred Qualifications:

- Advanced Degree
- Experience with web Interface, design/development
- Previous experience working in the NDUS, higher education or state government as a programmer analyst.
- General understanding/experience with Human Resource Capital Management processes.
- Work experience with Project Management software.

To Apply: Applicants should send a cover letter **specifically addressing the above qualifications**, a current resume, and the names and contact information (including telephone numbers and e-mail address) of three professional references, either electronically (preferred) to jane.grinde@ndus.edu or by mail to:

**NDUS
Attention: Jane Grinde
600 E Boulevard Ave, Dept 215
Bismarck, ND 58505-0230**

by the closing date stated above. Applicants who are veterans and eligible to claim veteran's preference must include Form DD214 with the application for employment; claims for disabled veteran's preference must include Form DD214 and a letter less than one year old from the Department of Veterans' Affairs indicating disability; claims for preference as the eligible spouse of a disabled or deceased veteran must include Form DD214, a marriage certificate and a letter less than one year old from the Department of Veterans' Affairs indicating disability, or the veteran's death certificate. Due to access to restricted information, the successful candidate will be required to complete a satisfactory criminal background check. **Applicants must be eligible to work in the U.S. and I-9 employment certification is required at hire.** There is no sponsorship available for this position.

Persons who may need additional job information or may require accommodation or assistance with the application or interview process should contact Jane Grinde at (701) 328.4217, or e-mail jane.grinde@ndus.edu. TTY Number 1-800-366-6888.

THE NORTH DAKOTA UNIVERSITY SYSTEM was organized in 1990. It is made up of 11 public colleges and universities governed by the State Board of Higher Education. The NDUS is composed of two doctoral-granting institutions (NDSU and UND), two master's granting institutions (MISU and VCSU), two universities that offer baccalaureate degrees (DSU and MASU), and five campuses that offer associate and trade/technical degrees (BSC, LRSC, MISUB, NDSCS and WSC).

Applications for public employment will be confidential unless deemed a finalist. Public entities including the State Board of Higher Education and NDUS institutions shall determine finalists for open positions consistent with N.D.C.C. Section §44-04-18.27. Applications for public employment of non-finalists and any records related to those applications which contain information that could reasonably be used to identify an applicant are confidential.

As employers, the State of North Dakota and political subdivisions prohibit smoking in all places of state and political subdivision employment in accordance with N.D.C.C. § 23-12-10.

Equal Opportunity Employer: The State of North Dakota and this hiring agency do not discriminate on the basis of race, color, national origin, sex, genetics, religion, age, or disability in employment or the provision of services, and complies with the provisions of the North Dakota Human Rights Act.

The GRAND FORKS community offers an environment with the great amenities offered in larger urban areas, and the safety and convenience of a small community. Greater Grand Forks is an impressively cosmopolitan city, boasting a regional population of roughly 98,000 spanning two states.

Some of the features that make the community a great place to live are diverse educational opportunities, safety and low crime rate, parks and theaters, and a cost of living considerably lower than that found in large cities. To learn more about the community's quality of life, visit www.gfchamber.com