Marion County is seeking an experienced professional to become our next Information Technology Manager: Application Development

Recruitment # 654-2019-1
OPENS: June 21, 2019
CLOSES: July 8, 2019
Marion County, Oregon, is a vibrant community located in the heart of the Willamette Valley. The Willamette Valley is one of the most fertile and agriculturally productive regions in the world. The area is dotted with cities, farms, and forests and is considered one of the most livable areas of the country, offering a low cost-of-living, quality schools, and mild weather. The county covers 1,194 square miles and has a population of approximately 333,950. There are 20 incorporated cities and 37 unincorporated communities in Marion County. Salem, the county seat and the state capital, is one of the valley’s oldest cities and the third largest city in Oregon. The principal industries are agriculture, government, food processing, lumber, manufacturing, education, and tourism. Marion County has both private and public schools, pre-school through university level. There are four universities and two community colleges within a 30-mile radius.

Marion County is rich with parks, rivers, lakes, and recreational activities, including hiking, fishing, biking, boating, equestrian trails, organized children’s sports and activities, Saturday artisan markets, theatre, museums, art fairs, music fairs, the Marion County Fair and the Oregon State Fair. A short driving distance to the east there is world class skiing in the Cascade Mountains. To the west are many beautiful public beaches on the Pacific Ocean. To the north is Portland, Oregon’s cultural hub and largest city, and to the south are the rivers and canyons of the beautiful Rogue Valley and the annual Shakespearean Festival in Ashland.

The three members of the Board of Commissioners are the elected representatives of all persons residing in Marion County and set policy for the administration and operation of county government. The county’s chief administrative officer carries out the board’s directives with the assistance of county department heads and other county elected officials. The county employs 1,700 FTE employees, most of whom are represented by one of five bargaining units. Marion County government provides community programs and services including property assessment and tax collection, children and family resources, elections, licensing and recording, justice courts, district attorney’s services, public and behavioral health, juvenile programs, public works, jail, and law enforcement services.

It is an exciting time to work for Marion County; we're growing and looking for dedicated and collaborative individuals to join our team of talented and valued employees. Excellent organizations have a set of principles, or core values, that are used to implement their mission and vision. Those values represent the touchstone for the organization. At Marion County, we demonstrate our excellence by modeling the CORE 4 Values of: Integrity, Professionalism, Stewardship and Customer Service, and we welcome all who share these values to apply.

Why Work for Marion County?

- Make a difference in the lives of real people every day
- Diverse and challenging work
- Competitive total compensation package
- Well-Funded Employees Benefit Plan
- Located at the heart of the regional transportation center
- Overall employee well-being programs
Submit an online application for this position, go to: https://www.governmentjobs.com/careers/marion

Marion County does not accept mailed, delivered, faxed, or e-mailed applications.

If you have questions about this position, please call (503) 566-3949 or e-mail HRRecruitment@co.marion.or.us

EQUAL EMPLOYMENT OPPORTUNITY: Marion County will give consideration to all qualified applicants for appointment without regard to race, religion, color, national origin, sex, age, marital status, mental or physical disability, political affiliations, sexual orientation, or any other non-merit factor.

To ensure the broadest range of services to individuals with disabilities, Marion County is prepared to make necessary arrangements. Please call at least two (2) working days in advance for services.

THE OPPORTUNITY

The IT Manager of Applications is an important role leading and driving transformative efforts that touch the lives of our residence. In this role you’ll be a part of a central organization that serves the Information Technology (IT) needs of almost 1,800 employees and over 600 IT Systems. We support 14 widely-diverse departments delivering services to areas such as Healthcare, Law Enforcement, and Construction to name just a few.

As a highly visible leader, you as the IT Manager of Applications are innovative, passionate and a results oriented hands-on manager. With a background in both custom developed and Commercial Off The Shelf (COTS) applications, you will help determine what specific applications are needed to improve business operations, and then energize your team to achieve your vision.

IT MANAGER: APPLICATION DEVELOPMENT

Manages all technical activities and functions related to developing, improving and maintaining a centralized automated information system. Works under the general supervision of a higher level administrator or manager who assigns work, establishes goals and reviews the results obtained for overall effectiveness. Exercises supervision over, and provides technical expertise and training to, a highly technical information systems employee team in the complete operation, design, development and maintenance of computer hardware and software, independent of external vendor support. Participates in the selection of new personnel, evaluates performance and responds to grievances or disciplinary issues.

GENERAL STATEMENT OF DUTIES
Plans, organizes, directs and manages the activities of a team that works with systems customers and management to determine feasibility and priority of systems requests, definition of automation objectives, and scope of projects. Manages highly technical employee systems team responsible for all systems disciplines, including network analysis & design, applications design & programming, implementation, programming prototype development, and troubleshooting, independent of external vendor support.

SUPERVISION RECEIVED
Works under the general supervision of a higher level administrator or manager who assigns work, establishes goals and reviews the results obtained for overall effectiveness.

SUPERVISION EXERCISED
Exercises supervision over, and provides technical expertise and training to a highly technical information systems employee team in the complete operation, design, development and maintenance of computer hardware and software, independent of external vendor support. Participates in the selection of new personnel, evaluates performance and respond to grievance or disciplinary issues.
MINIMUM REQUIREMENTS

EXPERIENCE AND TRAINING

1. Bachelor’s degree in Science, Technology, Engineering or Math (STEM) related field of study from an accredited institution; AND
2. Four (4) years of progressively responsible application development and support management experience; AND
3. Two (2) years supervisory experience, which may be concurrent with experience above; OR
4. Any satisfactory equivalent combination of education, training and/or experience relevant to the position.
5. The IT Manager classification may require specific knowledge, experience or skill sets based upon the technology, regulations and business needs of the assigned County department. This may include experience with specific types of information system technology, complex database management systems or various business application areas relevant to the departmental business function (e.g., various engineering
application systems; health care related services and insurance/client billing systems; and protective services confidential database systems).

PREFERENCES
- Certification in Application Development or Application Architecture.
- Certified Information Systems Security Professional (CISSP) or other equivalent certifications.
- Certified Project Management Professional (PMP), or other equivalent project management certifications
- Business Analysis Professional (BA) certificate.
- Two (2) or more years' experience working in an ITIL/ITSM environment

SPECIAL REQUIREMENTS
- Must possess a current driver's license in the applicant's state of residence and an acceptable driving history. Marion County will obtain a copy of the driving record for all qualified applicants from Driver and Motor Vehicle Services and review the driving record according to the Marion County policy and procedure for Driving on County Business. The policy can be found at: http://apps.co.marion.or.us/APAP/.
- The finalist for this position may be required to pass a criminal history background check, including fingerprinting; however, conviction of a crime may not necessarily disqualify an individual for this position.
- This assignment is not represented by a union.
- This is a full-time position, which is not eligible for overtime.
- Typical work schedule: Monday - Friday, 8:00 a.m. - 5:00 p.m., with flexibility depending upon the needs of the department.

KNOWLEDGE, SKILLS AND ABILITY

Thorough knowledge of: computer science; programming, operating systems and systems analysis; supervisory techniques.

Skill and ability to: communicate effectively in oral, written and graphic form; apply technical knowledge to the solution of problems encountered in office operations, including database management, cost accounting, inventories, and the design and development of a continual variety of complex, technical applications; identifying problem areas, formulating diagnoses, and proposing practical solutions; ability to effectively supervise a staff of information systems personnel, including programming and analysis staff; provide technical expertise and training in all systems disciplines; and coordinate and evaluate staff work; planning for future systems development, including hardware, software, communications links, and personnel requirements; projecting system project costs for budgeting; establish and maintain effective working relationships with employees, systems users, outside consultants and vendors.

COMPENSATION AND BENEFITS

Marion County offers an exceptional compensation and benefits program. The salary range for this position is $7,098.00 to $9,507.33 monthly with initial salary dependent upon the qualifications and experience of the candidate selected. This is an exempt, full-time, salaried position, which is not eligible for overtime.

Insurance coverage:
- Medical, prescription, vision and dental plans covering employees and dependents with low or no employee premium share
- Employer-paid basic life insurance
- Accidental death and dismemberment plans
- Employer paid short-term disability plan

Annual paid leave:
- 13 vacation days
- 12 sick leave days
- 9 holidays and 2 personal holidays

Retirement benefits:
- Participation in the Oregon Public Service Retirement Plan (OPSRP)- Employer pays the 6% employee contribution
- 2.5% employer contribution to a 401(k) plan
- (457) deferred compensation plan option