Applications Developer II – Identity Management (IDM)

Position Details

Class Code: 1427
Job Family: Information Systems
Classification: Support Professional
Terms of Employment: Pay Grade 63 on the Support Professional Salary Schedule
FLSA STATUS: NON-EXEMPT

Position Summary

Under general supervision, develops and maintains enterprise-wide Identity Management (IDM) applications and interfaces in accordance with Clark County School District (CCSD) specifications.

Essential Duties and Responsibilities

The list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Establishes detailed program specifications through collaboration with internal business and instructional stakeholders.
2. Communicates effectively with customers throughout all phases of the application development lifecycle.
3. Translates specifications into logical code, file structures, and database designs using appropriate programming languages, systems, standards, workflow, and software tools.
4. Prepares and maintains flowcharts, data diagrams, program documentation, and procedures to clearly communicate application functions, processes, and uses.

5. Develops test plans (e.g., unit, data, process, user acceptance) to ensure programs and applications function as intended and meet customer requirements.
6. Monitors, analyzes, reviews, and modifies programs to improve performance and application efficiency.
7. Identifies and resolves issues related to system operations.
8. Provides management with regular updates on project status and user needs to ensure customer satisfaction.
9. Maintains and enhances technical and application development skills to meet evolving functional and customer requirements.
10. Ensures proper integration and compatibility of programs, modules, and applications.
11. May train customers and staff on the use and operation of applications, as needed.
12. Conforms to safety standards, as prescribed.
13. Performs other tasks related to the position, as assigned.

Distinguishing Characteristics

Involves all aspects of the Identity and Access Management (IAM) system development lifecycle, including object-oriented design and development, service-oriented architecture (SOA), functions, interfaces, enhancement and bug tracking, change control, security, workflows, data objects and design, master data management, unit and module testing, quality assurance, configuration management, and technical documentation.

Knowledge, Skills, and Abilities (Position Expectations)

1. Knowledge of IAM principles, practices, and techniques.
2. Knowledge of enterprise-class computing systems, operations, and capabilities, including centralized, distributed, client/server, and web-based multi-tiered architectures and environments.
3. Knowledge of application analysis and design standards and techniques.
4. Knowledge of high-level programming language concepts and principles.
5. Knowledge of relational database concepts, design principles, and management practices.

6. Knowledge of basic accounting, statistical, business, administrative, educational, and office processes.
7. Ability to analyze business processes, systems, and issues, and translate them into detailed instructional sequences and logical steps for programming and implementation.
8. Ability to apply string analytical and problem-solving skills to maintain concentration and resolve issues using logical methods.
9. Ability to develop, program, and maintain enterprise-class computer applications.
10. Ability to read, interpret, and write code in high-level programming languages.
11. Ability to test and debug unit modules, programs, and applications.
12. Ability to learn and apply the operating principles and characteristics of CCSD computer systems.
13. Ability to prepare clear, concise documentation, procedures, reports, and related written materials.
14. Ability to communicate effectively, both verbally and in writing.
15. Ability to exercise sound independent judgment within established procedural guidelines.
16. Ability to work effectively in environments where unexpected malfunctions occur and priorities or deadlines must be adjusted to meet customer needs.
17. Ability to contribute to team efficiency and effectiveness by offering suggestions and actively participating in collaborative efforts.
18. Ability to maintain current with emerging technologies and new computer applications.
19. Ability to work flexible hours or shifts, including availability for on-call, after-hours support.
20. Ability to establish and maintain effective working relationships with CCSD staff, vendors, and external agencies.
21. Ability to recognize and report hazards and apply safe work methods.
22. Possess physical and mental stamina commensurate with the responsibilities of the position.

Position Requirements

Education, Training, and Experience

1. High school graduation or other equivalent (General Educational Development [GED], foreign equivalency, etc.).
2. Eight (8) years' recent professional experience in programming multi-tiered applications using high-level languages (C, C++, Java, etc.); or,

Associate degree from an accredited college or university in a related field (Computer Science, Management Information Systems, etc.) and six (6) years' recent professional experience as described above; or,
Bachelor's degree from an accredited college or university in a related field, and four (4) years' recent professional experience as described above.

3. Three (3) additional years' recent professional experience developing application and integration solutions within an IAM architecture to manage/automate identities, roles, and access privileges; includes service-oriented architecture (SOA) software design and web development using standards such as Simple Object Access Protocol (SOAP) or Representational state transfer (REST), and writing Structured Query Language (SQL), including functions and stored procedures, along with JavaScript Object Notification (JSON) and/or Extensible Markup Language (XML) for transmitting structured data between services, applications, and data sources.

4. Two (2) years' recent professional experience developing application/integration solutions for identity federation and access delegation utilizing standards such as Security Assertion Markup Language (SAML), OAuth, OpenID, Simple Web Tokens, JSON Web Tokens, etc.

Licenses and Certifications

1. A valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada. License must be maintained for the duration of the assignment.
2. Current driving history (dated within six [6] months from the date printed) issued by the Department of Motor Vehicles (DMV) at time of application or Qualified Selection Pool (QSP) placement and at time of interview prior to final selection.
3. Safe driving record. Safe driving record must be maintained for the duration of the assignment.

Preferred Qualifications

1. Certification or training in Identity and Access Management technologies.
2. Experience with Oracle Identity and Access Management Suite (Oracle Access Manager, Oracle Identity Manager, Oracle Integration Broker, Oracle J2EE, Oracle WebLogic, Oracle APEX); experience with Microsoft Integration Services.

Document(s) Required at Time of Application

1. High school transcript or other equivalent (GED, foreign equivalency, etc.).
2. College transcript(s) from an accredited college or university, if applicable.

3. Copy of a valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada.
4. Copy of current driving history (dated within six [6] months from the date printed) issued by the DMV.
5. Safe driving record.
6. Specific documented evidence of training and recent SAP development experience to satisfy qualifications.

Examples of Assigned Work Areas

CCSD Central Information Systems Department, travel to/from schools and other CCSD office settings.

Work Environment

Strength
Sedentary/medium – exert force up to 25-50 lbs., occasionally; 10-25 lbs., frequently; up to 10 lbs., constantly.

Physical Demand
Frequent sitting, standing, walking, pushing, pulling, stooping, kneeling, crouching, reaching, handling, and repetitive fine motor activities. Hearing and speech to communicate in person, via video conference and computers, or over the telephone. Mobility to work in a typical office setting and use standard office equipment. Stamina to remain seated and maintain concentration for an extended period of time. Vision: Frequent near acuity, occasional far acuity, and color vision. Vision to read printed and online materials, Video Display Terminal screens, or other monitoring devices.

Environmental Conditions
Climate-controlled office settings with temperatures ranging from mild to moderate cold/heat. Exposure to noise levels ranging from moderate to loud for occasional to frequent time periods.

Hazards
Exposure to electric shock hazards, furniture, office equipment, communicable diseases, chemicals and fumes (as related to specific assignment), and power/hand-operated equipment and machinery (as related to specific assignment).

Examples of Equipment/Supplies Used to Perform Tasks

CCSD-issued/personal vehicles, computers, monitors, printers, modems, servers, telephones, fax machines, copiers, etc.

AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

Job Revision Information

- Revised: 09/18/25
- Created: 01/22/20