

# Applications Developer I – ABAP / NetWeaver

## Position Details

Class Code: 1461

Job Family: Information Systems

Classification: Support Professional

Terms of Employment: [Pay Grade 59 on the Support Professional Salary Schedule](#)

FLSA STATUS: NON-EXEMPT

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## Position Summary

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

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## Essential Duties and Responsibilities

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

1. Assists in establishing detailed program specifications through collaboration with internal business and instructional customers.
2. Communicates effectively with customers throughout the application development lifecycle.
3. Assists in translating specifications into logical code, file structures, and database designs using appropriate programming languages, systems, standards, workflow, and software toolsets.
4. Prepares and maintains documentation, including flowcharts, data diagrams, and procedures, to communicate application's function, sequence, and use.
5. Assists in developing test plans (unit, data, process, and user acceptance testing) to validate that programs, routines, and applications function as intended and meet customer needs.

6. Monitors, analyzes, reviews, recommends, and modifies programs and routines to improve application efficiency.
  7. Assists in diagnosing and resolving system operation problems.
  8. Reports project statuses and user needs to ensure customer satisfaction.
  9. Maintains and enhances technical and application development skills while adapting to evolving functional and customer requirements for new or improved systems.
  10. Ensures programs, modules, and applications integrate properly as required.
  11. May train customers and department staff in application functionality and operations.
  12. Conforms to safety standards, as prescribed.
  13. Performs other duties related to the position, as assigned.
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## **Distinguishing Characteristics**

Involves various aspects of the Systems Applications and Products in Data Processing (SAP) Enterprise Resource Planning (ERP) system development lifecycle, including object-oriented development, functions, interfaces, enhancement and bug tracking, change control, security, workflow, data objects, master data, unit and module testing, quality assurance, configuration management, and technical documentation.

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## **Knowledge, Skills, and Abilities (Position Expectations)**

1. Knowledge of SAP/ERP development principles, practices, and techniques.
2. Knowledge of enterprise-class computing systems, operations, and capabilities, including centralized, distributed, client/server, and web-based tiered architectures and environments.
3. Knowledge of application analysis and design standards and techniques.
4. Knowledge of high-level programming language principles.
5. Knowledge of relational database concepts and design principles.
6. Knowledge of basic accounting, statistical, business, administrative, school, and office processes.
7. Ability to translate detailed instructions and logical steps into programming language code.
8. Strong analytical skills, with the ability to maintain focus and solve problems using logical methods.
9. Ability to program and maintain enterprise-class computer applications.

10. Ability to read, code, and interpret high-level programming language instructions.
  11. Ability to test and debug unit modules, programs, and applications.
  12. Ability to learn the operating principles and characteristics of CCSD computer systems.
  13. Ability to prepare clear, concise documentation, procedures, reports, and other written materials.
  14. Ability to communicate clearly and effectively, both verbally and in writing.
  15. Ability to exercise judgment within established procedural guidelines.
  16. Ability to work effectively in an environment where unexpected malfunctions may occur and priorities or deadlines must be adjusted to meet customer needs.
  17. Ability to contribute to the unit's service efficiency and effectiveness by offering suggestions and actively participating in team efforts.
  18. Ability to maintain up-to-date knowledge of technology and emerging computer applications.
  19. Ability to work flexible hours and shifts, including being on-call for after-hours support.
  20. Ability to develop and maintain effective working relationships with CCSD staff, vendors, and other 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.
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## **Position Requirements**

### **Education, Training, and Experience**

1. High school graduation or other equivalent (General Educational Development [GED], foreign equivalency, etc.).
2. Five (5) years' recent experience in programming analysis, design, development, and support in a SAP-tiered environment; or, Associate degree from an accredited college or university in a related field (Computer Science, Management Information Systems, etc.), and three (3) years' recent professional experience as described above; or, Bachelor's degree from an accredited college or university in a related field, and one (1) year of recent professional experience as described above.

## **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 the time of application or Qualified Selection Pool (QSP) placement and at the 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/training in SAP methodologies and technologies (Advanced Business Application Programming [ABAP], Web Dynpro, NetWeaver, etc.).
  2. Experience developing SAP user-exits, enhancements, Workflow, Universal Work List, or Process Integration.
  3. Experience developing SAP application programming interface (API) methodologies.
  4. Experience designing/developing web services in an SAP environment, using standards such as Extensible Markup Languages (XML), Simple Object Access Protocol (SOAP), Web Services Description Language (WSDL), and Universal Description, Discovery, and Integration (UDDI).
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## **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 experience to satisfy qualifications.
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## **Examples of Assigned Work Areas**

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

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## **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, climbing, crouching, reaching, handling, and repetitive fine motor activities. 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. Hearing and speech to communicate in person, via video conference and computers, or over the telephone. Vision: Frequent near and 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**

Constant electrical 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).

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## **Examples of Equipment/Supplies Used to Perform Tasks**

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

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### **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: 09/03/25
- Created: 05/21/14