SYSTEMS INTEGRATION MANAGER

APPLICATIONS DEVELOPMENT MGR
Recruitment #1506-5341-001

List Type	Original
Requesting Department	DOA - INFO & TECH MGT DIV
Open Date	10/30/2015 12:00:00 AM
Filing Deadline	11/20/2015 11:59:00 PM
HR Analyst	Lindsey O'Connor

INTRODUCTION

What Milwaukee can offer YOU

Located on the western shore of Lake Michigan, Milwaukee is an urban hub bursting with energy. Milwaukee provides a casual sophistication – big city appeal without the big-city hassles. We are accessible and affordable, and our residents are welcoming. Milwaukee has evolved through the years, bringing together its unsurpassed old world charm with a breathtaking Art Museum, top-flight arts and cultural attractions, professional sports, lakefront festivals, recreational opportunities and great restaurants.

The City of Milwaukee offers a collaborative, positive work environment where each employee contributes to making the city the best place possible to live and work. The City offers a comprehensive benefits package, including a top rated pension plan, health and dental benefits, paid time off including vacation, 11 holidays and sick leave accrual, and much more.

PURPOSE

Would you enjoy managing a team of developers, problem solving, and creating efficiencies in an IT organization? Are you self motivated with a desire to serve the public? If so, this may be the career opportunity for you.

The Systems Integration Manager ensures the proper integration of the City's systems which translates into safe, efficient essential services provided to the public.

In this role the Systems Integration Manager will plan, coordinate, serve as architect and supervise all activities related to the integration of software programs, applications and third-party solutions as required to meet the requirements of the City's enterprise IT systems.

Additionally, the Systems Integration Manager will develop and maintain an application integration architecture blueprint for the organization, overseeing testing of the interoperability of application modules, including those under development in-house, commercial off-the-shelf software, and with external third parties as necessary.

ESSENTIAL FUNCTIONS

- Responsible for design, architecture, tools and methodologies for E-Gov integration and development in the City of Milwaukee on an enterprise level.
- Define system and application architecture and provides vision, problem anticipation, and problem solving ability to the organization.
- Direct the software integration function by integrating, developing and maintaining software applications.
- Manage a team of programmers to architect, implement and maintain enterprise-level software products including the monitoring, scheduling, prioritizing and delivery of integration activities and individual projects of team members.
- Establish and direct the strategic long term goals, policies and procedures for E-Gov and City-wide application deployment.
- Determine long-term systems needs to accomplish the City's E-Gov business objectives.
- Serve as member of the division's senior staff which advises and supports the activities of the Chief Information Officer and helps in developing strategic and operational direction for division activities.
- Perform various administrative duties, including various personnel-related functions such as staff management, performance reviews, timecard approvals, staff scheduling, etc.
- Prepare budget for support/upgrade activities and match resource requires to budget.

Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

MINIMUM REQUIREMENTS

1. Master's Degree from an accredited college or university with a major in Computer Science, Mathematics, Business or closely related field with an emphasis in Information Systems and Information Technology and **four** years of experience in the Information Technology field.

OR

Bachelor's Degree from an accredited college or university with a major in Computer Science, Mathematics, Business or closely related field with an emphasis in Information Systems and Information Technology and **five** years of experience in the Information Technology field.

Equivalent combinations of education and experience may be considered.

IMPORTANT NOTE: To receive credit for college, transcripts are required and must be received by the application period closing date. College transcripts should be attached to your online application. Applications without transcripts attached will be considered incomplete and will be rejected.

Your transcript must be legible and include the following information: the university or college name, your name, the degree completed (if applicable) and the date the degree was completed.

2. Valid driver's license and availability of a properly insured personal vehicle for use on the job required at time of appointment and throughout employment. Mileage reimbursement is provided.

DESIRABLE QUALIFICATIONS

Previous experience managing a technical team of programmers and developers.

KNOWLEDGES, SKILLS, ABILITIES & OTHER CHARACTERISTICS

Technical Knowledge

- The candidate should have knowledge of Information Systems integration and development including JAVA, .NET, SWL, Crystal Reports, SSRS, WebSphere, content management systems and ESRI; the information technology field's concepts, practices and procedures such as buy vs. build business cases development, software integration and application modernization; project management principles and concepts; and the ability to test code/end product and ensure it meets quality standards.

Leadership Skills

- The candidate should have knowledge of management practices and principles; the ability to manage a technical team of programmers and developers

including but not limited to coders, GIS and E-Gov technology in an Information Systems development environment; the ability to coach and mentor direct reports.

Communication Skills

- The candidate should be able to effectively develop and maintain working relationships with culturally diverse individuals inside and outside the organization; share technical information regarding development and integration options with individuals of all ability levels; develop business correspondence, technical reports and budget summaries.

Strategic Thinking

- The candidate should have the ability to understand complex business processes and inter-relationship between city departments, functions and data; to develop and implement strategic goals, policies and procedures; to right-size approaches and delivers an evaluation of buy versus build; to understand and provide responsible spending in the area of development and software integration; to translate business needs of user to programming tasks for the team.

CURRENT SALARY

The current salary range for (PG 1IX) for City of Milwaukee residents is $75,478 - $105,669 annually. The non-resident salary range is $73,627 - $103,077 annually. Appointment above the minimum rate requires approval and will be commensurate with experience and education.

SELECTION PROCESS

THE SELECTION PROCESS will be job related and will consist of one or more of the following: education and experience evaluation; written, oral, or performance tests, or other assessment methods. The Department of Employee Relations reserves the right to call only the most qualified candidates to oral and performance examinations. Oral examinations may include written exercises. Selection process component weights will be determined by further analysis of the job.

INITIAL FILING DATE - The examination will be held as soon as practical after **November 20, 2015 (revised 10/27/15)** ~~September 4, 2015~~. Receipt of applications may be discontinued at any time after this date without prior notice. However, recruitment may continue until the needs of the City have been met. Qualified applicants will be notified of the date, time, and place of the examination. Unless otherwise required by law, the City of Milwaukee will not provide

alternative test administration. The applicant is responsible for attending all phases of the job selection process at the time and place designated by the City of Milwaukee.

NOTE: The City's residency requirement set forth in City Charter 5-02 is under litigation. Even though the City is legally able to enforce the current residency requirements based on a recent Wisconsin Court of Appeals decision, the City has agreed to continue to suspend enforcement of the ordinance during the time it may take to know whether the Wisconsin Supreme Court will review the case. Once the Supreme Court refuses review or affirms the Court of Appeals decision, the City intends to fully enforce the ordinance. Consequently, employees who disregard the requirements of the ordinance do so at their own risk. Applicants for City of Milwaukee positions should understand the City's commitment to its residency requirement. During this period of uncertainty it is important to take that into account when submitting an application and more importantly when deciding to accept an employment offer. Please contact (414) 286–3751 if you have questions regarding your individual circumstances as part of the application and/or selection process.

ADDITIONAL INFORMATION

APPLICATION INSTRUCTIONS

- APPLICATIONS and further information may be accessed by visiting www.jobaps.com/MIL.
- Applications and transcripts should be submitted no later than the deadline listed above.
- If you would like assistance completing an application, please contact the Department of Employee Relations at (414) 286-3751 or staffinginfo@milwaukee.gov.
- The Department of Employee Relations is located in City Hall, 200 E Wells St, Room 706, Milwaukee, WI 53202.

BENEFITS

The City of Milwaukee provides a comprehensive benefit program which includes:

- Defined Benefit Pension Plan
- 457 Deferred Compensation Plan
- Health and Dental Insurance
- Long Term Disability Insurance
- Group Life Insurance
- Tuition Benefits
- Paid Vacation
- 11 Paid Holidays
- Paid Sick Leave and other paid leaves

For full details about the City's benefit offerings please visit
www.city.milwaukee.gov/Benefits2015

Click on the link below to apply:

Fill out the Supplemental Questionnaire and Application NOW using the Internet.

Apply Online