# Programmer Analyst #00092904, #00092830, & #00033100

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**Job ID:** 57731

**Hiring Department**

Information Technology- Customer Outreach

**Job Description**

Are you seeking to make a difference in the lives of students? Are you desirous of enabling research that is changing our world? Would you like to have a strong influence in setting direction for a technology organization whose mission focuses on education, research, and application of knowledge to solve some of the world's great challenges? If so, we would like to talk to you. If you are a potential member of the S&T information technology team and are humble, coachable, approachable, introspective, and passionate about building relationships, then we want to talk to you. Serving at Missouri University of Science and Technology is a calling. We are revitalizing our campus and looking to a bright future. Join us.

Missouri S&T, one of four campuses comprising the University of Missouri, enrolls approximately 6,700 undergraduates and 1,900 graduate students, and is among the top technological research universities in the country. Missouri S&T has been listed as the 1st and 3rd best investments for out-of-state and in-state students, respectively by Newsweek. Its 284-acre campus, about 90 minutes from the city of St. Louis, is situated in the beautiful Ozarks region of Missouri. Rolla, a community of 19,000, enjoys a superb educational system, competitive cost-of-living, and abundant recreational opportunities.

Missouri S&T offers a great benefits package to include a 75% discount on tuition fees for employees, and a 50% discount for employee spouses and dependents. Information Technology encourages its employees to further their education by leveraging the S&T educational benefit as a part-time student. Additional information about Information Technology at S&T can be found at http://it.mst.edu/.

**Our ideal candidate:**

- Learns and adapts to new environments quickly
- Follows processes in place and learns without documentation
- Demonstrates a positive attitude and enthusiasm
- Creatively solves complex business requirements
- Identifies opportunities for process and solution improvements
- Resolves complex challenges that span multiple systems and environments
- Works well within established guardrails to self-directed prioritization and time management

**Job Responsibilities:**

- Work directly with customers, project managers, data administrators, database administrators, systems administrators, and architects on design, implementation, maintenance and security of in-house developed applications and 3rd party tools.
- Develops well-designed, testable, scalable, and efficient new code and modifies existing code based on customer requirements
- Creates and maintains documentation for in-house developed and 3rd party applications with respect to purpose, customer scope/audience, data elements, nuances, etc.
- Collaborate well and provide redundancy in support of software/systems across the applications infrastructure team

**Non-Technical Responsibilities:**

- Communicate effectively through verbal and written mediums
- Be an active/attentive listener and be open to constructive criticism
- Work collaboratively in a tightly integrated team environment, mentoring one another

**Minimum Qualifications**

Bachelor's degree or equivalent combination of education and experience and at least 2 years of experience from which comparable knowledge and skills can be acquired is necessary

**Preferred Qualifications**

- **Education** - Bachelor's degree in Computer Science, Information Systems, related discipline, or equivalent experience
- **Experience** - At least 5 years of additional application development experience
- **Languages / Development** - Designs and maintains large, performant codebases; uses advanced features (async, threading, regex tuning); profiles and optimizes
- **UI Toolkits / Frameworks** - Designs scalable UI architectures; ensures accessibility, localization, and performance
- **SQL Databases (MySQL / Oracle / MariaDB)** - Tunes queries/indexes; implements replication, partitioning, and backup strategies at scale
- **Data Integration Patterns** - Designs robust, scalable streaming and batch pipelines; applies advanced patterns; designs secure, efficient data flows between PeopleSoft/Workday systems and other platforms
- **CI/CD & GitOps** - Designs complex, multi-stage pipelines; implements GitOps for continuous delivery
- **Modern Application Architectures** - Creates and deploys Kubernetes (K8s) clusters, implements Containers, Orchestration frameworks, lambdas, functions, and API workloads; writes Helm charts or Operators
- **Operating Systems** - Automates OS provisioning; hardens systems for security and performance
- **AI Tools** - Designs custom ML pipelines, selects algorithms, and evaluates performance, fairness, and bias
- **Security / Compliance** - Designs secure systems, performs threat modeling, ensures regulatory alignment at system level
- **Reliability / Observability** - Designs SLOs/SLIs, incident response plans, and resilience patterns across systems
- **Architecture / Systems Thinking** - Architects large-scale systems; evaluates complex trade-offs and future-proofing.
- **Influence / Mentoring** - Leads small technical teams; sets direction and fosters growth
- **People Skills** - Negotiates priorities across teams; influences cross-functional outcomes through persuasion
- **Cloud Computing** - Authors reusable Infrastructure as Code (IaC) Terraform/Packer templates; manages cloud deployments and cost controls

- **Open Source Community Involvement** - Contributes small patches or documentation improvements

**Anticipated Hiring Range**

The anticipated hiring range for this position has been established as $70,000-$90,000 annually.

Salary is determined by a variety of factors, including but not limited to, the individual's particular combination of education, skills, and experience, as well as organizational requirements.

Your total compensation goes beyond the number on your paycheck. The University of Missouri provides generous leave, health plans, and retirement contributions that add to your bottom line.

Grade:  GGS 10, 11, OR 12
University Title: PROGRAMMER ANALYST- SPECIALIST, EXPERT, OR PRINCIPAL
To review the University of Missouri's Staff Compensation Structure you can view the Job Code detail page. Internal applicants can determine their university title by accessing the Talent Profile tile in myHR.

**Application Deadline**

Applications will be accepted until this position is filled.

**Sponsorship Information**

**Visa Sponsorship Information:**
Applicants must be authorized to work in the United States. The University will not sponsor applicants for this position for employment visas.

**Community Information**

**University Information**
Missouri S&T is one of the nation's leading research universities with over 100-degree programs in 39 disciplines. It was founded in 1870 as one of the first technological institutions west of the Mississippi River. Located about 100 miles west of St. Louis in the

vibrant community of Rolla, Missouri S&T is an accessible, safe, and friendly campus surrounded by Ozarks' scenery. Missouri S&T offers undergraduate degrees in engineering, the sciences, liberal arts, humanities, and business, with M.S. and Ph.D. programs available in many of the science and engineering programs. With over 7,000 students and 300 faculty, Missouri S&T is big enough to accommodate a broad population, yet small enough for individuals to build high visibility and impactful careers.

**About Rolla**

Rolla, Missouri offers several great advantages that help individuals enjoy a high quality of life. Rolla is an ideal place for families, with its low cost of living, excellent schools, safe neighborhoods, and a range of recreational activities suitable for all ages. The Ozark Scenic Riverways and beautiful landscapes offers abundant opportunities for outdoor enthusiasts of every lifestyle. With its vibrant community, Rolla hosts multiple events, concerts, art exhibitions, and theater performances throughout the year. The university's Leach Theatre showcases nationally renowned performers for campus and community alike.  Overall, living in Rolla offers a high quality of life with a supportive community, affordable living, beautiful natural surroundings, and numerous opportunities for personal and professional growth.

**Benefit Eligibility**

This position is eligible for University benefits. As part of your total compensation, the University offers a comprehensive benefits package, including medical, dental and vision plans, retirement, paid time off, short- and long-term disability, paid parental leave, paid caregiver leave, and educational fee discounts for all four UM System campuses.  For additional information on University benefits, please visit the Faculty & Staff Benefits website at https://www.umsystem.edu/totalrewards/benefits.

**Equal Employment Opportunity**

The University of Missouri is an Equal Opportunity Employer.

To request ADA accommodations, please call the Office of Equity & Title IX at 573-341-7734. Equal Opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by applicable state or federal law. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America.

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