Software Developer

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Software Developer

Job No: 554106
Work Type: Staff
Location: Central California: Fresno
Categories: Bargaining Unit: Unit 9 - CSUEU - Technical Support Services, Appointment Type: Probationary, Time Basis: Full Time, Job Search Category/Discipline: Information Systems & Technology

Software Developer
(Software Developer I)

Compensation and Benefits

Anticipated Hiring Salary Range: $5,787 - $5,902 per month

Full CSU Classification Salary Range: $5,787 - $8,430 per month

This is a full-time (equivalent to 40 hours per week), probationary, non-exempt position.

The CSU system provides a comprehensive benefit package that includes medical, dental and vision plans, membership in the California Public Employees Retirement System (CalPERS), sick and vacation time, and 15 paid holidays a year. Eligible employees are also able to participate in the fee waiver education program. A summary of benefit information can be found here.

Job Summary

Working under the direct supervision of the Director of Planning and Digital Transformation, the Software Developer (Software Developer I) supports campus-wide academic and administrative application services by assisting in the design, development, and maintenance of application software and integration solutions.

The incumbent applies foundational professional software development knowledge to support web and mobile applications, workflow tools, and system integrations. Responsibilities include assisting with front-end and back-end development, software upgrades, product and third-party integrations, database interfaces, and updates to digital platforms.

In addition to general application development responsibilities, and under the campus AI strategic and architectural guidance of the Director, in alignment with campus IT leadership and AI governance, this position may support the implementation and integration of AI-enabled services and automation within campus applications. This includes assisting with full-stack solution engineering for AI-supported features, integrating third-party AI platforms and APIs, and collaborating with senior staff to apply emerging technologies in support of instructional, operational, and institutional use cases, in alignment with CSU accessibility, security, compliance standards, and data governance.

Key Qualifications

- General knowledge of web and mobile development design principles, frameworks, and best practices.
- Basic understanding of systems and data integrations across enterprise and third-party platforms.
- Familiarity with front-end web technologies (HTML, CSS, JavaScript) and Progressive Web design concepts.
- Introductory awareness of Generative AI technologies and agent-based application patterns, and their use in modern web and workflow applications.
- Awareness of accessibility standards (e.g., WCAG) and the ability to apply them in basic development tasks.
- Introductory knowledge of databases, APIs, and system-to-system data exchange, including REST-based services.

- Ability to follow version control practices, branching strategies, and established coding standards.
- Willingness and ability to learn middleware and integration tools (e.g., Boomi), cloud-based services, mobile platforms, CMS customization, and AI-enabled development tools.
- Ability to assist with basic solution analysis, plan and organize assigned tasks, and prioritize work under supervision.
- Effective written and verbal communication skills to collaborate with team members, UX designers, solution staff, and stakeholders.
- Ability to work collaboratively in a team environment, seek guidance when needed, and appropriately escalate technical or functional issues.

To view the full list of qualifications and job responsibilities, please click the **Position Description** button above.

Education and Experience

- Equivalent to a bachelor's degree in computer science, information systems, or a related field.
- Relevant education and/or experience which demonstrates the acquired knowledge and abilities may be substituted for the required education on a year-for-year basis.

- Prior experience in web development, application support, or internships/projects in a related area is desirable.
    - Relevant Experience May Include:
        - Exposure to web front-end development and content delivery, including responsive user interface design and basic content management system (CMS) updates or customization.
        - Academic, internship, or project-based experience developing and deploying applications or services in cloud environments (e.g., AWS, Azure, or equivalent platforms).
        - Familiarity with source code management tools (e.g., Git), including basic version control practices, branching concepts, and collaborative coding workflows.
        - Experience contributing to data-driven web or mobile applications using modern development frameworks and following secure coding practices.
        - Participation in Agile or iterative development environments, including sprint planning, backlog refinement, code reviews, or team-based deployment cycles.
        - Experience supporting system or application integrations (e.g., ERP, CRM, LMS, workflow, analytics, or third-party platforms) through the use of APIs or middleware tools.
        - Exposure to AI-enabled application features, such as integrating Generative AI services, chat interfaces, or automated workflows, through coursework, projects, or supervised professional experience.

- Preferred Knowledge, Skills, or Abilities:
  - Knowledge of web content management systems (CMS), such as Modern Campus Omni CMS or similar platforms.
  - Familiarity with rapid mobile application development tools, such as Modo Labs or comparable solutions.
  - Experience or exposure to forms and workflow development tools, such as Kuali Build or similar workflow platforms.
  - Knowledge of object-oriented design principles and programming techniques.
  - Familiarity with configurable integration and middleware tools, such as Boomi or equivalent platforms.
  - Ability to communicate effectively about design and technical topics with technical staff and campus stakeholders.
  - Demonstrated professional, logical, and highly motivated approach to analyzing and solving work-related problems.
  - Customer service-oriented mindset with a focus on user satisfaction and service quality.
  - Ability to:
    - Thrive in a multi-tasking environment.
    - Develop with strict regard to accessibility.

Department Summary

Technology Services is dedicated to providing a broad range of technology-based planning, resources and services to the students, faculty and staff of California State University, Fresno. Technology Services will be a leader in providing effective technology and quality services and support that are integrated into the daily activities of the university community, advance teaching and learning, enhance productivity and safeguard information.

Deadline & Application Instructions

Applications received by **January 4, 2026** will be given full consideration by the search committee.

> Applications received after that date will be forwarded at the request of the Hiring Manager and/or search committee.

Please click "Apply Now" to complete the employment application for California State University, Fresno. Interested applicants must complete the application and attach the following: 1) their most recent resume/vitae, 2) a cover letter that addresses their specific qualifications and interest, and 3) contact information for three professional references.

Fresno State

California State University, Fresno is one of 23 campuses in the California State University System. The University's mission is to boldly educate and empower students for success through our values of Discovery, Diversity and Distinction. The current student population is more than 25,000, including a large percentage of students with diverse and culturally rich backgrounds. The University serves the San Joaquin Valley while maintaining deep involvement with the state, nation, and across the globe.

Metropolitan Fresno, with a multi-ethnic population of over 527,000, is located in the heart of the San Joaquin Valley. The campus is within driving distance of Yosemite, Kings Canyon and Sequoia National Parks, San Francisco, Los Angeles, the Monterey Peninsula, beaches, sailing, lakes, and numerous ski resorts. Fresno boasts one of the most reasonable housing markets in California and offers a wide array of locally grown fruits and produce.

Equal Employment Opportunity Information

California State University, Fresno is committed to maintaining and implementing employment policies and procedures in compliance with applicable state and federal equal employment opportunity laws and regulations. Executive Orders 1096 and 1097 prohibit discrimination, harassment, and retaliation on the basis of a protected status: race, color, religion, national origin, ancestry, age, sex (including gender identity), sexual orientation, marital status, pregnancy, mental disability, physical disability, medical condition and covered veteran status. Fresno State's commitment to diversity informs our efforts in recruitment, hiring, and retention. We are proud to be an affirmative action and equal opportunity employer.

COVID19 Vaccination Policy

Per the CSU COVID-19 Vaccination Policy, it is strongly recommended that all employees who are accessing office and campus facilities follow COVID-19 vaccine recommendations adopted by the U.S. Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications. Questions may be sent to hr@csufresno.edu.

Supplemental Information

Following a conditional offer of employment, a background check (including a criminal records check) must be completed satisfactorily before any candidate may start work with California State University, Fresno. Failure to satisfactorily complete the background check may result in the withdrawal of the offer of employment. Current employees who are offered positions on campus will be required to undergo a background check for any position where a background check is required by law or that Fresno State has identified as sensitive.

The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

This position may be a "designated position" under the California State University's Conflict of Interest Code. This will require the filing of a Statement of Economic Interest on an annual basis and the completion of training within six (6) months of assuming office and every two (2) years thereafter.

Fresno State is a tobacco-free, smoke-free and vapor-free campus.

Fresno State is not a sponsoring agency for staff or management positions. (e.g. H1-B Visas)

To apply, visit https://careers.fresnostate.edu/en-us/job/554106

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