

## Job Posting

Bluebonnet Electric Cooperative, Inc. has an opening for the following position:

### Custom Developer Bastrop Headquarters

#### Essential Duties and Responsibilities:

Primary duties consist of these, or a combination of these which would require the same level of skills; application of systems analysis techniques and procedures; design, development, documentation, analysis, creation, testing or modification of programs related to user, system design or machine operating systems; for example:

- Create and maintain technical specifications for all development work. Be able to multi-task development work along with working with other team members
- Define, prioritize, schedule, and monitor project development tasks in collaboration with project managers
- Monitor and report to management on the status of project efforts, anticipating/identifying issues that inhibit the attainment of project goals and implement corrective actions
- Foster and maintain good relationships with customers and IT colleagues to meet expected customer service levels
- Perform analysis, and design through the use of modeling techniques
- Comply with architectural standards and established methodologies and practices
- As directed, develop and maintain application interfaces, reports, conversion programs, and custom functionality
- Design, code, test, debug, and document programs
- Understand emerging technology and infrastructure as it relates to development and architecture (operating systems, security, hardware, etc)
- Enforce standards for development and documentation such as naming conventions, revision notes, version control, etc
- Assist in developing evaluation criteria for applications development software vendors, applications, tools, and code
- Work with the business users to define and execute test scenarios
- Ensure appropriate end-user training.
- Travel to various Bluebonnet offices to assist in operations.
- Support Bluebonnet's Mission and Vision. Demonstrate and act in accordance with Bluebonnet's Foundation Values.
- Must be able to appropriately handle confidential information and act within the practices established by the Bluebonnet Red Flag policy.

#### Education and Experience:

- BS or BBA with 4+ years in a programmer analyst position or more than 5 years related work experience required.
- SAP ABAP programming experience of 3 – 5 years and working knowledge of SAP is required. Specific abilities must include BADIs, BAPIs, RFCs, BOR, SAP Script, Smart Forms, User Exits and Screen Exits
- SQL Server database and programming experience required.
- Visual Basic, .NET and ASP programming experience strongly preferred.
- Utility industry experience preferred.

#### Licensing and Certification:

- Valid Texas driver's license
- Must be certified in CPR, First Aid, AED and Blood-borne pathogens

#### Knowledge, Skills and Abilities:

- Familiar with relational database concepts and client/server concepts.
- Must have excellent verbal and written communication skills with the ability to facilitate group meetings.
- Demonstrated experience in collecting, assimilating, and prioritizing requirements with business input.
- Experience working with managers to evaluate, document and estimate business requirements from both a business and technical perspective.
- Demonstrated experience delivering projects involving multiple business and IT teams.
- Interpersonal skills that result in effective working relationships with peers, members and vendors.
- Ability to communicate effectively and in a positive manner; focused on improvement or problem resolution in a constructive, positive, and professional manner.

#### Tools and Equipment Used:

- Office Equipment including computer, printer, copier, fax, etc.
- May be required to drive a cooperative vehicle.

#### Physical Demands:

- Requires repetitive motion of hands and fingers such as dialing and keyboarding.
- Light lifting of up to 10 pounds.

**Work Environment:**

- Typical office environment.
- Hours are consistent with normal business operations as well as employee and member requirements.
- Attendance at evening meetings, conferences, workshops and other professional meetings including overnight travel may be required.

Persons interested in applying can mail, fax or email resumes to:

**Human Resources**  
**PO Box 729**  
**Bastrop, TX 78602**  
**Fax: (512) 321-2042**  
**jobs@bluebonnetelectric.coop**  
**M/F/V/H**

Applications for this position will be accepted through August 28, 2010

Bluebonnet Electric Cooperative, Inc is an Affirmative Action/Equal Opportunity Employer.