



NORTH DAKOTA COURT SYSTEM CLASSIFICATION DESCRIPTION

Programmer Analyst III

Title of Immediate Supervisor:	Director of Technology
Department/Division:	Information Technology / Office of the State Court Administrator
Pay Grade/FLSA Status:	*18 / Exempt
Job Titles Accountable For:	None

General Summary or Purpose

The Programmer Analyst III is responsible for assisting the court system in planning for, designing, developing, enhancing, and maintaining automated information processing solutions and reports for the courts in North Dakota. Serves as project leader over information system projects being performed by court system employees and contracted staff to ensure the timeliness and accuracy of projects. Provides information system and technical support to court system users.

This level differs from the Programmer Analyst II in that the Programmer Analyst III has greater experience requirements and a greater breadth of knowledge in the court system, programming languages and system(s), and program(s) utilized by the North Dakota Court System, and will typically be assigned more complex or involved projects than Programmer Analyst I's or II's.

Major Responsibilities & Essential Functions

1. Formulates plans for design and development of automated information processing solutions.
2. Fixes code problems when discovered by users. Makes appropriate system documentation. Conducts an appropriate level of analysis to determine feasibility for automated information systems.
3. Designs, develops, tests, and implements programming solutions based on available resources and programming capability.
4. Coordinates with users and other system support resources to ensure compatibility and integrity of programs.
5. Performs program maintenance and modifications according to user specifications and provides technical or other required updates.
6. Prepares and maintains programs and system documentation.
7. Assists in the preparation of user guides, instruction manuals, and training.
8. Performs duties of staff assistant and advisor to court system committees.
9. Performs duties of project leader for information processing system projects.
10. Provides technical support and troubleshooting assistance to users.
11. Previews, researches, evaluates, and recommends new programming and information system design and development technologies.
12. Prepares required administrative reports, forms, and communication.
13. Participates in developing business analysis policies, standards, procedures, and methodologies.
14. May review projects to be completed and assign work to Programmer Analyst I and Programmer Analyst II.
15. May provide significant input to agency budgets.
16. Performs other duties of a comparable level or type or as assigned.

Minimum Qualifications

Requires an associate's degree and five years of related experience. Any combination of education, training, or experience which demonstrates the ability to successfully complete the major responsibilities and essential functions may be substituted for the degree and experience requirements.

Certifications or Licensing Requirements: (prior to job entry)

Valid driver's license or evidence of equivalent mobility.



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Knowledge Requirements

- Considerable knowledge of personal computers, personal computer applications, and productivity software including the Windows operating systems, database management applications, web browsers, word processing programs, Microsoft Office, email, virus protection applications/software, presentational software, and project management software.
- Extensive knowledge of specific programming languages currently in use within the court system.
- Extensive knowledge of fundamental concepts, principles, practices, and trends of information technology and management applications.
- Extensive knowledge of systems analysis and design principles, concepts, and methodologies.
- Considerable knowledge of the fundamentals, principles, practices, and approaches to automated help desk operations and support.
- Extensive knowledge of the court system, its functions, and court administrative policies and procedures.
- Knowledge of database and information system design, development, implementation, and support.

Skill Requirements

- Skilled in analyzing, designing, programming, implementing, and supporting computer programs and information systems.
- Skilled in using and operating personal computers and personal computer operating software and applications.
- Skilled in troubleshooting a variety of operating problems and issues faced by system users in dealing with hardware, software, and applications in use by the court system.
- Skilled in planning for, analyzing of, and implementing information system-related projects.
- Skilled in providing technical assistance to court system personnel and committees.
- Skilled in researching and evaluating new and upcoming technologies that may benefit the court system.
- High degree of written and verbal communication skills while dealing with information system personnel and committees.

Physical Requirements

- The essential functions of the job typically require: grasping, seeing, walking, sitting, talking, hearing, feeling, fingering, and some repetitive motions or other reasonable methods that accommodate an individual in completing the essential functions of the job.
- Work is performed in a comfortable office work environment.
- Employee is subject to some travel in the performance of the job. Employee has control over travel schedule and can adjust schedules due to adverse weather or travel conditions.
- Physical requirements can typically be characterized as **Sedentary Work**: Exerting up to 10 lbs. of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull, or otherwise move objects, including the human body.

Job Classification History

- Position description updated 12/10/1999.
- Classification description updated by BCC 3/5/2001.
- Changes recommended by the Personnel Policy Board were approved by the Supreme Court on 10/25/2006.
- On 7/30/2014, the Supreme Court approved amendment of the Physical Requirements section of all job classifications to comply with the Americans with Disability Act.
- Minor changes approved by the Personnel Policy Board on 3/22/2019.
- On 9/11/2024 effective 10/1/2024, the Supreme Court approved the Personnel Policy Board recommendations from the Classification and Compensation Study completed by Evergreen Solutions, Inc.
- *A pay grade exception was recommended by the Personnel Policy Board and approved by the Supreme Court on 9/11/2024 effective 10/1/2024. A pay grade exception is the assignment of a pay grade that is higher than that determined by the application of the Classification Matrix System. This may be done when a pay grade assigned to a class has not resolved significant problems in the recruiting or retention of qualified individuals for a class. Classes assigned a pay grade exception are subject to periodic review to verify the appropriateness of the assigned pay grade.