EMPLOYMENT OPPORTUNITY

ENTERPRISE SOLUTIONS MANAGER
(Class Code 285C)

Temporary Appointment – Up to one year with a possibility of extension.

The Superior Court of California, County of San Francisco, is actively seeking highly qualified candidates for the position of Enterprise Solutions Manager. Our IT systems play a critical role in enabling our staff to serve the public effectively throughout San Francisco. We are looking for an accomplished leader to oversee our development team, drive innovation, and leverage technological expertise. In this management position, you will lead and mentor a team of developers while also participating in hands-on development. You will collaborate closely with senior leadership to shape and implement our IT strategies. The ideal candidate is a proactive, self-driven manager and developer who thrives in a technology-centric environment and is eager to implement real-world solutions.

We seek someone with managerial experience in leading development teams, whether in the government technology and policy ecosystem or the private sector. An established track record of successfully shaping and driving technology implementation and leading large-scale governance efforts is essential. Candidates with private sector experience in leading development teams and a proven track record are also welcome to apply. Expertise in data analytics, data warehousing, and data engineering is highly desirable to support our data-driven initiatives and enhance operational efficiency.

This selection process is being conducted in accordance with San Francisco Superior Court Personnel Rule 4. An eligibility list will not be established.

FINAL FILING DATE: **12:00PM, October 25, 2024**

COMPENSATION: $5,601.24 to $6,808.38 biweekly ($145,632 - $177,018 annually)

The Court offers a generous flexible benefits program which includes a variety of health, dental, life insurance plans, and other benefit options; a contributory retirement plan; a deferred compensation savings program; paid vacation, sick leave, floating holidays and holiday pay.

POSITION OVERVIEW

Examples of Duties:

- **Manage the Modernization of Court Applications**: Lead efforts to modernize and scale court application environments, ensuring alignment with overall organizational goals. Build full-stack web apps to replace existing desktop fat-client software.

- **Team Leadership**: Lead, develop, and grow a team of developers to support the court's evolving technological needs. Develop performance metrics and standards, determine KPIs for the team, oversee software system testing and validation procedures, and guide the creation of testing routines, programming protocols, and documentation to ensure system reliability and efficiency.

- **Application Lifecycle Management**: Manage the complete lifecycle of court applications, from development to deployment and maintenance. Implement agile practices, CI/CD pipelines, and version control to streamline processes.

- **Strategic Application Development**: Play a pivotal role in scaling custom applications while balancing the needs of development teams and empowering them to succeed.

- **Problem Solving & Collaboration**: Analyze complex problems, design innovative solutions, and educate team members to ensure high-quality, timely delivery. Collaborate effectively across teams to drive outcomes.

- **IT Methodology Adherence**: Follow and contribute to established IT methodologies, providing input and approvals for key project deliverables.

- **Technical Oversight**: Partner with other IT Group members to orchestrate architecture designs and ensure the technical quality of solutions across projects. Provide application, data, and infrastructure support for court applications and internal teams.

- **Cross-Team Collaboration**: Collaborate with developers, business analysts, project managers, and business units to build new features and develop creative solutions to complex challenges.

- **Training Users:** Develop and implement user training programs for new court applications, ensuring smooth adoption and effective use.

- **Reporting:** Prepare concise reports and updates on project specs, progress, and status alongside business analysts and project managers. Ensure clear communication with stakeholders for transparency and alignment throughout the project lifecycle.

Work is typically performed in an office and computer training center environment, continuous contact with other staff and the public.

Physical Requirements: Sit for extended periods; frequently stand and walk; normal manual dexterity and eye-hand coordination; routinely and often lift and move objects weighing up to 50 lbs.; corrected hearing and vision to normal range; verbal communication; use of office equipment, including computer, telephone, calculator, copiers, and FAX.

REQUIRED QUALIFICATIONS

Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

Five years of responsible technical work experience in either the installation, maintenance, troubleshooting, and repair of computer hardware and software, or in the development of system software, or in the development and debugging of computer programs, including at least one year in systems analysis and business application development; preferably including at least two years of team or project leadership or supervision of staff.

DESIRABLE QUALIFICATIONS

A bachelor's degree from an accredited college or university in Computer Science, Management Information Science, Business Administration or a closely related field is highly desirable.

Self-learner, self-motivated and proactive nature.

Technical Skills:

- **Front-End Development**: Experience with front-end technologies such as JavaScript, Nodejs, React eco-system, HTML5 etc.

- **SQL Development**: Expert in SQL development—particularly with Oracle databases—and skilled in data management tasks such as cleaning, processing, and wrangling large, complex datasets using tools like MS Excel, R, Python, and SQL.

- **Cloud Platforms**: Familiar with major cloud platforms such as AWS, Azure, Google Cloud, and Oracle Cloud Infrastructure (OCI).

- **API Integration**: Proficient in invoking API services for data exchange using JSON, XML, and document attachments.

- **Web Technologies**: Proficient in core web technologies, including HTTP, JSON, REST, and XML.

- **Java Development**: Expertise in creating Java and JavaScript code to manipulate JSON objects.

- **System Integration**: Proficient in designing and supporting functionality using Python, CI/CD pipelines, and GIT for system integration and web-based applications.

Soft Skills:

- Excellent communication and interpersonal skills, with the ability to collaborate effectively with technical and non-technical stakeholders.

- A strong track record of working closely with leadership teams, offering technical insights that influence strategic decisions and drive business outcomes.

- Strong problem-solving skills and the ability to work in a fast-paced environment with changing priorities.

HOW TO APPLY

Interested individuals must apply online and include a valid email address where the applicant can receive future correspondence regarding the position. Applicants must submit ALL the following items:

- Superior Court of California, County of San Francisco, online employment application (fully completed). The link to the online application is available on the Court's website at https://sf.courts.ca.gov/general-information/human-resourcesemployment.
- Resume.
- Statement of qualifications, limited to one page, only explaining why the applicant is interested in the position and is qualified to perform the duties described herein. This one-page statement should succinctly describe the relative education and experience that is applicable to this position.

The preparation of the online application, including the resume and statement of qualifications, is very important to the selection process. It is recommended that applicants review the information in this announcement and on the application very carefully. Once the application has been submitted, it cannot be corrected, changed or resubmitted. **All applications must be submitted by the final filing date and time indicated in this announcement.**

SELECTION PROCESS

Initial Screening:

Complete application packages received by the final filing date and time will be evaluated to determine if the applicants meet the minimum qualifications. The Court will further evaluate these documents and may interview only those applicants it deems may best meet the needs of the Court. Not all applicants will receive an interview.

Oral Interview:

If necessary, selected applicants may be interviewed to determine their relative knowledge, abilities, and skill levels in job related areas. If interviews are scheduled, it is anticipated that they will be conducted November 2024.

Qualified applicants with disabilities requiring reasonable accommodation to participate in the selection process should complete the relevant section on the employment application.

OTHER APPOINTMENT INFORMATION

Appointment to the Enterprise Solutions Manager position is temporary for up to one year with a possibility of extension.

Employment is subject to security clearance. Any false statement or omission of material fact may cause forfeiture of employment. Information presented on employment applications, resumes, and

attachments, and during the selection process is subject to verification. Employees are prohibited from engaging in activities which conflict with the interests of the Superior Court of California, County of San Francisco.

Immigration laws require that all employees hired after November 6, 1986, must provide proof of work eligibility. At the time of appointment to a position, all applicants must possess a valid Social Security number and will be required to present original documents which verify citizenship or legal alien status as well as identity (such as a social security card and driver's license, or a green card and a driver's license, or a valid U.S. passport).

THE SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN FRANCISCO, IS AN EQUAL OPPORTUNITY EMPLOYER. APPLICANTS SHALL NOT BE FAVORED OR DISCRIMINATED AGAINST BECAUSE OF RACE, COLOR, RELIGION, GENDER, NATIONAL ORIGIN, ANCESTRY, CITIZENSHIP, AGE, MARITAL STATUS, PHYSICAL DISABILITY, MENTAL DISABILITY, MEDICAL CONDITION, SEXUAL ORIENTATION, GENETIC INFORMATION, UNION ACTIVITY, POLITICAL AFFILIATION, OR OTHER NON-MERIT FACTOR.

For questions on the above information, contact the Human Resources Office
of the Superior Court of California, County of San Francisco,
(415) 551-0381.

This announcement and the online application are available at
https://sf.courts.ca.gov/general-information/human-resourcesemployment.