UNITED STATES COURT OF APPEALS
FOR THE FEDERAL CIRCUIT

POSITION VACANCY ANNOUNCEMENT

Vacancy #:   CAFC 24-04

Closing Date: Open until filled

Position Title: Applications Developer

Grade/Salary: CL 26 ($60,266 - $97,925) – **Entry Level**
CL 27 – CL 28 ($66,197 - $128,992) – **Experienced Level**
Salary determined by qualifications and experience as outlined
below. Promotion up to CL 29 may occur without further posting
or competition.

Position Location: U.S. Court of Appeals for the Federal Circuit
717 Madison Place NW, Washington, DC 20439

About the Court

The United States Court of Appeals for the Federal Circuit (CAFC) is unique among the thirteen Circuit Courts of Appeal. It has nationwide jurisdiction in a variety of subject areas, including international trade, government contracts, patents, trademarks, certain money claims against the United States government, federal personnel, veterans' benefits, and public safety officers' benefits claims. For additional information about our court please visit our public website.

Position Overview

The Applications Developer position is in the Information Technology Office (ITO) and reports to the Technology Enhancement Manager. The ITO provides technology-based tools and services to support the court's mission in an efficient, secure, and reliable manner, while delivering excellence in customer service. The incumbent will perform duties to assist the applications development team with the support, maintenance, and enhancement of all court applications, including process automation, mobile/responsive websites and applications, workflow management software, calendaring, reports, and business intelligence dashboards.

Responsibilities include, but are not limited to:

- **Application Development:** Participate in all phases of the Software Development Life Cycle (SDLC), including the planning, systems analysis, systems design, implementation, integration, testing, deployment, and maintenance of the court's applications. Collaborate with ITO staff members and other court employees to solicit user requirements, expectations, project schedules, and enhancements. Leverage Microsoft 365 automation and Azure hosting to enhance the business processes of the court using technologies such as Power Apps, Microsoft Graph API, Power Automate, and Power BI with SharePoint Online.

- **Application Support and Maintenance:** Help maintain and troubleshoot relational databases in Microsoft SQL Server, MySQL and Informix using complex SQL queries, SQL scripting, and stored procedures/functions, as well as maintain reports in SQL Server Reporting Services (SSRS), migrate existing reports to and create new ones on Power BI desktop and services. Assist with the support and maintenance of the judiciary's critical national Case Management/Electronic Case Filing system (CM/ECF) within the Federal Circuit and the migration of the legacy system to the national CM/ECF system. Review, update, and maintain the court's public website using a WordPress content management system.

- **General Responsibilities:** Communicate and respond to judges, chambers staff, and management requests regarding circuit operations. Communicate clearly and effectively, both orally and in writing, to explain complex operational matters and concepts to individuals and groups with varying experience and backgrounds. Interact effectively with the public and staff, providing quality customer service and resolving difficulties efficiently while complying with regulations, rules, and procedures. Develop, implement, and maintain written procedures for assigned functions. Comply with the Guide to Judiciary Policy, applicable Administrative Office policies and procedures, internal controls guidelines, and all local policies and procedures. Abide by the Code of Conduct for Judicial Employees and court confidentiality requirements. Demonstrate sound ethics and good judgment at all times. Display a careful and deliberate approach in handling confidential information in a variety of contexts.

Required Qualifications
Entry Level Candidates – CL 26 ($60,266 - $97,925)
Entry Level candidates will receive tailored training and experience necessary for the incumbent to develop the knowledge, skills, and abilities required to progressively assume increasing responsibilities.

To be considered at this level, candidates must possess a bachelor's degree in computer science or a closely related field from an accredited college and hands-on experiences with one of the major programming languages (e.g., C#, Java, Python, JavaScript, etc.). Additionally, candidates must possess one or more of the following superior academic achievements:

- An overall "B" grade point average equaling 2.90 or better of a possible 4.0; AND/OR
- Standing in the upper third of the class; AND/OR
- "3.5" average or better in the major field of study, such as Computer Science or a related field that would prepare a candidate well to perform in this position; AND/OR
- Election to membership in Phi Beta Kappa, Sigma XI, or one of the National Honorary Scholastic Societies meeting the minimum requirements of the Association of College Honor Societies, other than Freshman Honor Societies.

Experienced Candidates – CL 27 – CL 28 ($66,197 - $128,992)
- CL 27: Candidates must have a minimum of two (2) years of progressively responsible IT experience that provided thorough knowledge of the theories, principles, practices, and skills required in software/application development.
- CL 28: Candidates must have a minimum of four (4) years of progressively responsible IT experience that provided thorough knowledge of the theories, principles, practices, and skills required in software/application development. The experience must include mentoring other developers, leading technical teams, or providing deep subject matter expertise used to advise leadership on the technical direction of the organization.

Required Competencies*
- Hands-on experience in architecting, developing, testing, supporting, and documenting software deployed on a variety of platforms such as desktop applications, command-line interfaces, web-based applications or websites, or mobile applications.

- Knowledge of the latest programming technologies, frameworks, and source control methods.
- Programming experience with one or more of the following languages: C#.Net, Java, JavaScript, Linux shell scripts, JSP and/or Spring MVC (client and server-side Java programming)
- Knowledge of and experience with HTML, CSS, and SQL, including complex SQL queries and scripting.
- Excellent working knowledge of software development trends and a proven track record of delivering high quality solutions that meet or exceed business needs.
- The ability to exercise innovative and creative skills to solve challenging issues.
- Excellent communication (both oral and written) and organizational skills.
- The ability to prioritize, manage multiple tasks, and work effectively under pressure, as well as the ability to work both independently and in a team environment.

  * Entry Level candidates only**:** The above required knowledge and experience may be demonstrated through relevant coursework, internships, other non-professional, or unpaid experience, and/or professional experience.

Preferred Competencies
- Knowledge of and experience with Microsoft Office 365, Power Platform, and Azure DevOps.
- Knowledge of and experience with both Windows Server 2019/2022 and Red Hat Linux Server 7/8 operating systems.
- Experience working in the information technology field for the federal judiciary.

Application Process
To be considered application packages must include:

1. Cover letter of no more than two pages, wherein the applicant describes the required knowledge, skills, abilities, and/or experience that would make them well qualified to fill this position.
2. Resume outlining educational background, employment history, and other relevant information.
3. Completion of the online AO-78, Federal Judicial Branch Application for Employment.
4. Completion of the online cognitive aptitude test and personality profile.

Once you have the cover letter and résumé (items 1 and 2 above) readily accessible in PDF format, follow the below link to submit your files and complete the online AO-78 and online tests (items 3 and 4 above): https://www.ondemandassessment.com/link/index/JB-XYNDL7A65?u=116354

Applicants who require an exception to the online application may contact Human Resources to request an alternate method using the following email: hr@cafc.uscourts.gov.

Benefits Information
A generous benefits package is available to full-time permanent court employees including:

- Paid vacation and sick leave, paid parental leave, and 11 paid federal holidays per year.
- Optional participation in Federal Employees Health Benefits plans (health, dental and vision); Federal Employees Group Life Insurance; Flexible Benefits Program; Long-Term Care Insurance; Health Care Reimbursement (HCRA) and Dependent Care Reimbursement (HCRA).
- Public transportation subsidy, on-site fitness center, Employee Assistance Program (EAP).
- Participation in the Federal Employees Retirement System (FERS). Optional participation in Thrift Savings Plan (up to 5% employer matched contributions).
- Public Service Loan Forgiveness program pursuant to the term of the (PSLF) program.

- For more benefit information visit the [Judiciary's Benefits Page](#).

Additional Information

Only those applicants selected for an interview will be contacted and must travel at their own expense if an on-site interview is necessary. The court reserves the right to modify the conditions of this announcement, commence interviews immediately, withdraw the announcement, or fill the position at any time, any of which actions may occur without notice.

This position is on-site in Washington, DC with telework opportunities per the Court's guidelines. This is an <u>Excepted Appointment</u> and <u>At Will</u> position. Federal government civil service classifications or regulations do not apply. As a condition of employment, applicants must successfully complete an FBI fingerprint and background check. This position is subject to EFT (direct deposit of earnings).

Must be a U. S. citizen or eligible to work in the United States. Non-citizens may be interviewed and considered for employment, but employment offers will only be made to individuals who qualify under one of the exceptions in 8 U.S.C.§ 1324b(a)(3)(B). Under 8 U.S.C.§1324b(a)(3)(B), a lawful permanent resident seeking citizenship may not apply for citizenship until he or she has been a permanent resident for at least five years (three years if seeking naturalization as a spouse of a citizen), at which point he or she must apply for citizenship within six months of becoming eligible and must complete the process within two years of applying (unless there is a delay caused by the processors of the application). Non-citizens who have not been permanent residents for five years will be required to execute an affidavit that they intend to apply for citizenship when they become eligible to do so.

<p align="center">The U.S. Court of Appeals for the Federal Circuit is an Equal Opportunity Employer.</p>