# State Office of Risk Management
## Job Announcement

State Office of Risk Management
**POSTING NUMBER:**   00051286
**JOB TITLE:**   Programmer II
**MONTHLY SALARY:**   $6,281.34                              **WORKING TITLE:**   Programmer
**POSTING DATE:**   07/17/2025                                **DEPENDING ON QUALIFICATIONS**
**LOCATION:**   300 WEST 15TH STREET, 6TH FLOOR, AUSTIN 78714        **DURATION:**   UNTIL FILLED

### GENERAL DESCRIPTION

The State Office of Risk Management (SORM) is looking for a Programmer responsible for all aspects of software development for in-house and cloud-based solutions. As a programmer, you will help us improve workflows, secure data, and provide support and development for client/server and cloud-based applications.  You will also be proficient in documenting changes to system functions you support and communicating system details to other staff members. You will assist in the planning, scheduling, and execution of projects.  You will perform standardized software development activities during all phases of system development lifecycles (SDLC & Agile).  Other work includes analyzing databases and stored procedures in Microsoft SQL, analyzing computer applications, and providing technical assistance. You will be supporting processes and workflows utilized by our Business Units.

SORM's core missions are customer service oriented. We administer the workers' compensation program, insurance and risk management programs, and continuity of operations program for other state entities. SORM's unique culture embraces communication, creativity, and critical thinking. We are seeking results-oriented, curious, innovative, and adaptable staff with a strong desire to help our clients, and one another succeed. If you're looking for a fulfilling career in public service, we would love to visit with you.

As a state employee, you are automatically enrolled in the state's retirement plan, and are eligible for additional health insurance benefits.

Level of Complexity of State Classification: Moderately Complex
Level of Supervision of State Classification: Works under general supervision, with limited latitude for the use of initiative and independent judgment.

### ESSENTIAL JOB FUNCTIONS

Provides programming expertise in analyzing, maintaining, designing, developing, testing, and implementing software applications (web and client/server programs) in .NET/C#: utilizing Visual Studio IDE. Reading and reviewing VB, PHP, and other programming languages with other developers

Analyzes current applications, scheduled tasks, and business processes to align services and ensure consistent performance in RMIS

Document methods and procedures in program development

Establishes and maintains efficient Software Development Lifecycle methodologies

Provides maintenance and optimizes Microsoft SQL databases; makes programming changes to MySQL databases, including tables, functions, and stored procedures

Provides support for Cloud-based application solutions for the State Office of Risk Management systems

Assists with new implementations or modifications to the Cloud-based Risk Management Information System (RMIS) processes

Maintains and manages ongoing configurations of workflows, forms, and code lists for processes within on-premises and cloud-based systems

Responsible for providing technical advice and assistance to management and technical staff in matters relating to programming activities and solutions to programming problems

Recommends software and tools to support the State Office of Risk Management's technical objectives

Assists with developing, designing, and maintaining Disaster Recovery (DR) and IT-based Continuity plans

Support business analysis activities for the State Office of Risk Management processes

Determines operational, technical, and support requirements for integration of data into systems, and documents requirements for maintenance of computer data systems

Develops queries to retrieve, modify, and manipulate data related to workers' compensation, risk management, insurance, and training, including the data feeds to the data warehouse

Extracts and compiles statistical data from RMIS in response to data requests

Gathers and compiles data necessary for a wide variety of standard and customized reports

Creates pivot tables and uses other advanced functions in Excel to analyze data.

Assists with defining integration goals and creates flow charts and diagrams describing logical and operational steps of integrations

Plans RMIS implementations, replacements, improvements, and deprecations on the front-end with the cloud-based RMIS vendor

Coordinates with vendors to automate business processes to improve the delivery of data and customer service

Responsible for database security, data integrity, and data validations

Performs related work as assigned

Maintains relevant knowledge necessary to perform essential job functions

Attends work regularly in compliance with the agreed-upon work schedule

Ensures security and confidentiality of sensitive and/or protected information

Complies with all agency policies and procedures, including those pertaining to ethics and integrity

**SORM IS AN EQUAL OPPORTUNITY EMPLOYER**

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**MINIMUM QUALIFICATIONS**

Education: Graduation from high school or equivalent

Graduation from an accredited four-year college or university. Direct experience may be substituted on a year-for-year basis

Knowledge of developing and maintaining web and client/server applications using .NET (C#), utilizing Visual Studio IDE, VB, PHP or similar programming language.

Knowledge of the principles, practices, and techniques of computer programming and systems analysis; of computer operations procedures and systems; computer programming languages; and database systems

Knowledge of Software Development Lifecycles (SDLC) & Agile

Knowledge of Software Integration and Electronic Data Interfaces

Experience with hybrid (on-premises and cloud) environments

Skill in Microsoft SQL, related connectors, stored procedures and queries

Knowledge of Microsoft SQL Server Management Studio, or similar tools

Skill in effective oral and written communication

Skill in exercising sound judgment and effective decision making

Ability to receive and respond positively to constructive feedback

Ability to work cooperatively with others in a professional office environment

Ability to provide excellent customer service

Ability to work more than 40 hours as needed and in compliance with the FLSA

Ability to arrange for personal transportation for business-related travel

Ability to analyze problems and develop solutions; to code, test, and debug computer programs; to determine software problems; and to communicate effectively

Ability to work effectively and collaboratively with diverse colleagues

Ability to document new processes and changes to existing processes

Ability to lift and relocate 30 lbs.

Ability to travel (including overnight travel) up to 5%

**PREFERRED QUALIFICATIONS**

Significant computer science coursework from an accredited college or university

Experience working in the Public Sector

Experience using Salesforce, AWS, or similar cloud solutions

Experience participating in and conducting walkthroughs of Design, Code, and Testing

Expertise in using and administering Microsoft SQL Server Management Studio

Experience using Azure DevOps Server (ADS) or similar source control tools

Experience using Microsoft Visio and/or other Microsoft Office products

Knowledge of DevOps

**TO APPLY**

All applications for employment with the State Office of Risk Management must be submitted electronically through www.WorkInTexas.com. A State of Texas application in WorkInTexas (WIT) must be completed to be considered **OR** Submit a State of Texas Application for Employment to: Attn: Andrew Velasquez, State Office of Risk Management, P.O. Box 13777, Austin, TX 78711-3777. Military Crosswalk information can be accessed at http://www.hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_Insurance.pdf

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