
JOB DESCRIPTION: DEVELOPMENT TECHNICIAN

DEPARTMENT:	Professional Learning	REPORTS TO:	Project Manager
JOB CLASS:	Technician	PAY GRADE:	14
EXEMPT STATUS:	Non-Exempt	DATE:	08/10/2012

Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.

POSITION GENERAL SUMMARY:

The Development Technician provides day-to-day assistance with development and maintenance functions for the professional learning department including the resolution of development-related problems reported by faculty, staff, and clients. The Development Technician provides the leadership, management, guidance and assistance to ensure that all user development-related questions, concerns, and problems are followed-up in a timely and effective manner. The Development Technician works closely with other team members to ensure that user and supervisor expectations are met or exceeded. Service may be provided regarding issues effecting FLVS training products, including HTML and Web Development applications. The Development Technician consults with others to identify issues and provides hands-on support to staff as needed.

ESSENTIAL POSITION FUNCTIONS:

- Assist with the successful development and maintenance of professional development activities related to Dreamweaver, Fireworks, instructional design and other courses
- Maintain a high level of customer service, showing a minimum closure rate of 90 percent during weekly reviews of the development help desk software statistics
- Provide hands-on assistance and follow-up with team members, using troubleshooting techniques, guidance, instruction and other actions as required
- Assist in overseeing regularly scheduled testing and review of FLVS products/applications to ensure potential problems are identified at the earliest possible point and takes appropriate action to resolve the problems
- Assist in the refresh of FLVS training materials as needed, focusing on one or more of the following: curriculum, usability, appropriate technology, results and standards set by the department
- Assist in a redevelopment cycle for training courses in coordination with other departments as needed in order to keep training courses current
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrates respect for others
- All work responsibilities are subject to having performance goals and/or targets established

(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)

MINIMUM REQUIREMENTS:
Education/Licensure/Certification:

- Associate's degree; or equivalent combination of education and relevant experience

Experience:

- Two years' web development technologies experience
- Two years' development, design, and implementation of educational tools and resources

Knowledge, abilities and skills:

- Knowledge of the Web Development environment
- Knowledge MS Windows, MS Office applications, browsers IE; HTML and Macromedia Web Development applications
- Knowledge of commonly-used concepts, practices, and procedures within a particular field
- Strong interpersonal phone and email skills
- Ability to function effectively in a high demand environment
- Ability to prioritize tasks and follow through with employee and customer requests for assistance
- Strong, documented attention to details and customer satisfaction

CORE COMPETENCIES FOR SUCCESS:

<p style="text-align: center;">COMMUNICATION SKILLS</p> <p><i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i></p>	<p style="text-align: center;">CUSTOMER FOCUS</p> <p><i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer feedback into delivery of service to provide the best experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i></p>
<p style="text-align: center;">INTERPERSONAL SKILLS</p> <p><i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i></p>	<p style="text-align: center;">FUNCTIONAL /TECHNICAL EXPERTISE</p> <p><i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i></p>

INDIVIDUAL CONTRIBUTOR COMPETENCIES FOR SUCCESS:

PEER RELATIONSHIPS <i>Finds common ground and solves problems for the good of all; Can represent his/her own interests and yet be fair to other groups; Solves problems with peers with minimal "noise"; Is seen as a team player and is cooperative; Easily gains trust and support peers; Encourages collaboration; Is candid with peers</i>	CREATIVITY <i>Comes up with a lot of new and unique ideas; Easily makes connections among previously unrelated notions; Tends to be seen as original and value-added in brainstorming sessions; Takes calculated risks; Is not afraid to try new things and potentially "fail fast"</i>
SELF KNOWLEDGE <i>Seeks feedback; Gains insight from mistakes; Is open to constructive criticism; isn't defensive; Proactively seeks to understand his/her strengths and areas for growth; applies information to best serve organization; Recognizes how his/her behavior impacts others and incorporates insight into future interactions</i>	PLANNING <i>Accurately scopes out length and difficulty of tasks and projects; Sets objectives and goals; Breaks down work into the process steps; Develops schedules and task/people assignments; Anticipates and adjusts for problems and roadblocks; Measures performance against goals; Evaluates results</i>
ORGANIZING <i>Uses his/her time effectively and efficiently; Concentrates his/her efforts on the more important priorities; Can attend to a broader range of activities as a result of organizing time efficiently; Can marshal resources (people, funding, material, support) to get things done; Can orchestrate multiple activities at once to accomplish a goal; Arranges information and files in a useful manner</i>	PROBLEM SOLVING <i>Uses rigorous logic and methods to solve difficult problems with effective solutions; Probes all fruitful sources for answers; Can see hidden problems; Is excellent at honest analysis; Looks beyond the obvious and doesn't stop at the first answers</i>
DRIVE FOR RESULTS <i>Can be counted on to exceed goals successfully; Very bottom-line oriented; Steadfastly pushes self and others for results; Is full of energy for the things he/she sees as challenging; Not fearful of acting with a minimum of planning; Consistently seizes opportunities; Consistently exceeds goals</i>	

PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:

- Location: Orlando VLC or remote, depending on duties assigned
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)

FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.