



**Working title: Programmer III-IV**

**Class title: Programmer III-IV**

**Posting No.: 0206-26**

**Opening Date: 02/18/2026**

**Closing Date: Open Until Filled**

Location: Bush Building, 1801 Congress Ave., Austin, TX 78701

Class Code: 0243/0244

FLSA: Computer-Exempt

Salary Group/Salary: B24, \$85,000.08 - \$98,400.00/yr.;

B26, \$85,000.08 - \$110,000.04/yr.

Division: Information Technology

Number of positions: 1

## **General Description**

### **Programmer III**

Performs highly-complex (senior-level) programming work and performs highly complex coding, testing, and debugging of applications, as outlined by system requirements. Works under limited supervision with considerable latitude for the use of initiative and independent judgment. This position reports to the Application Development & Maintenance Manager.

### **Programmer IV**

Performs advanced (senior-level) programming work and may coordinate and/or perform highly complex coding, testing, and debugging of applications, as outlined by system requirements. Works under limited or minimal supervision with considerable latitude for the use of initiative and independent judgment. This position reports to the Application Development & Maintenance Manager.

This is a hybrid position and not a 100% teleworking position, 3 days in office and 2 days working from home.

**For hiring and continued employment, must have ability to maintain the security or integrity of the agency's communication infrastructure verified through routine criminal history record and cyber intelligence reviews.**

## **Essential Job Functions**

### **Programmer III**

- Performs highly complex coding, testing, and debugging of applications and programs.
- Prepares detailed analyses, designs, plans, diagrams, and verification procedures for existing and proposed computer applications.
- Analyzes, reviews, and revises software to increase the operating efficiency or to adapt new procedures.
- Ensures the security of agency websites by following best practices for authentication, authorization, and data protection.
- Works closely with UI/UX teams to integrate HTML, CSS, and JavaScript into responsive and interactive web applications.
- Provides technical advice and assistance in matters related to programming activities.
- May prepare instructions and procedures for use during implementation of software modifications, system modifications, and/or new products.
- Collaborates with cross-functional teams to develop, test, and deploy new features for a variety of web applications.
- Complies with division and/or agency training requirements.
- Demonstrates a spirit of teamwork, offering positive and constructive ideas, encouragement, and support to other members of the staff and team, while upholding the agency's core values.
- Keeps management appropriately informed of ongoing activity and critical matters affecting the operation and well-being of the agency.
- Adheres to all Texas Department of Licensing and Regulation personnel policies and performs related work as assigned.

### **Programmer IV**

- Performs and may coordinate highly complex coding, testing, and debugging of applications and programs, and may review and evaluate programming efforts in relation to systems requirements.
- Prepares and may oversee detailed analyses, designs, plans, diagrams, and verification procedures for existing and proposed computer applications.
- Coordinates and/or analyzes, reviews, and revises software to increase the operating efficiency or to adapt new

procedures.

- Ensures the security of agency websites by following best practices for authentication, authorization, and data protection.
- Works closely with UI/UX teams to integrate HTML, CSS, and JavaScript into responsive and interactive web applications.
- Provides technical advice and assistance in matters related to programming activities.
- May prepare instructions and procedures for use during implementation of software modifications, system modifications, and/or new products.
- Collaborates with cross-functional teams to develop, test, and deploy new features for a variety of web applications.
- Complies with division and/or agency training requirements.
- Demonstrates a spirit of teamwork, offering positive and constructive ideas, encouragement, and support to other members of the staff and team, while upholding the agency's core values.
- Keeps management appropriately informed of ongoing activity and critical matters affecting the operation and well-being of the agency.
- Adheres to all Texas Department of Licensing and Regulation personnel policies and performs related work as assigned.

## **Required and Preferred Qualifications**

### **Programmer III**

- Graduation from an accredited four-year college or university with major coursework in data processing, computer science, business administration, or a related field OR Graduation from a two-year Technical College with major coursework in programming is required. (Related experience, in excess of the required one year, may be substituted for college on a year-for-year basis.)
- One year programming experience is required. This experience must include application design, coding, and testing.
- One year experience with C# and ASP.NET 8.0 or higher is required.
- One year experience with HTML, CSS, and JavaScript is required.
- One year experience in programming using SQL (including Oracle PL/SQL) is required.
- Experience in developing and maintaining secure .NET public websites is preferred.
- Experience with Syncfusion and Bold Reports for rich UI/UX development and reporting features is preferred.
- Familiarity with Jenkins for continuous integration and deployment pipelines is preferred.
- Experience developing for and/or integrating with modern web application identity systems and authentication methods (OAuth, SAML, etc.) is preferred.
- Experience with Agile Software Development practices is preferred.
- Willingness to work occasional irregular hours, including evenings, weekends, and holidays as required to support production software applications.
- Willingness to travel occasionally for work-related purposes as required.
- **For hiring and continued employment, must have ability to maintain the security or integrity of the agency's communication infrastructure verified through routine criminal history record and cyber intelligence reviews.**

### **Programmer IV**

- Graduation from an accredited four-year college or university with major coursework in data processing, computer science, business administration, or a related field OR Graduation from a two-year Technical College with major coursework in programming is required. (Related experience, in excess of the required two years, may substitute for college on a year-for-year basis.)
- Two years programming experience is required. This experience must include application design, coding, and testing.
- Two years experience with C# and ASP.NET 8.0 or higher is required.
- Two years experience with HTML, CSS, and JavaScript is required.
- Two years experience in programming using SQL (including Oracle PL/SQL) is required.
- Experience in developing and maintaining secure .NET public websites is preferred.
- Experience with Syncfusion and Bold Reports for rich UI/UX development and reporting features is preferred.
- Familiarity with Jenkins for continuous integration and deployment pipelines is preferred.
- Experience developing for and/or integrating with modern web application identity systems and authentication methods (OAuth, SAML, etc.) is preferred.
- Experience with Agile Software Development practices is preferred.
- Willingness to work occasional irregular hours, including evenings, weekends, and holidays as required to support production software applications as required.
- Willingness to travel occasionally for work-related purposes as required.
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### **Knowledge, Skills, and Abilities**

- Knowledge of principles, practices and techniques of efficient computer programming and systems analysis; of computer operations procedures and systems; and of computer programming languages.
- Skill in the use of computer equipment and in modifying programs for computer applications.
- Ability to process information logically; to design programs and systems logic; to prepare program specifications; to code, test, and debug computer programs; and to interpret technical information relating to computer programming and other areas of data processing.
- Ability to develop, interpret, and apply Texas Department of Licensing and Regulation laws, policies, procedures, and regulations.
- Ability to work within a team environment to produce high-quality applications.
- Ability to communicate effectively.

### **Physical and Mental Requirements**

- Must be able to stand or sit for extended periods of time and operate standard office equipment and computer software.

### **Military Occupational Specialty Codes:**

Veterans, Reservists, or Guardsmen with a MOS or additional duties or other related fields pertaining to the minimum experience requirements may meet the minimum qualifications for this position and are encouraged to apply.

Additional Military Crosswalk information can be accessed at:

[https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC\\_InformationTechnology.pdf](https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_InformationTechnology.pdf)

### **HOW TO APPLY**

State of Texas applications may be submitted electronically through the Texas Workforce Commission's workintexas.com online system by the closing date stated on the job posting. Applications may also be downloaded through TDLR's website <https://www.tdlr.texas.gov/careers/> and emailed to [jobs@tdlr.texas.gov](mailto:jobs@tdlr.texas.gov). For applications submitted via email, please list the job posting title and job posting number in the subject line. Applications submitted via email must be received by 11:59 p.m. on the posting's closing date. When a job posting is listed as "Open Until Filled", it is best to apply as quickly as possible, as the posting may close or be placed on hold at any time with or without prior notification. Applications will NOT be accepted via mail, fax, or hand delivery. Incomplete applications will not be considered. A resume in lieu of application will be rejected. Additionally, an application with "see resume" within the summary of experience is considered incomplete and will be rejected. Applicants are solely responsible for timely delivery of applications by the deadline. All applicants must submit a thoroughly completed application, answering all applicable questions. Applications must contain complete job histories, which includes job title, dates of employment, name of employer, supervisor's name and phone number and a description of duties performed. If this information is not submitted, your application may be rejected because it is incomplete.

### **SELECTIVE SERVICE REGISTRATION**

In accordance with legislation effective September 1, 1999, male candidates aged 18 to 25 are required to show proof of selective service registration (or exemption) prior to an offer of employment. Such proof is not required to be filed with an application but must be provided upon request by the Human Resources office.

### **E-VERIFY**

This employer participates in E-Verify and will provide the Social Security Administration (SSA) and if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

TDLR is not considering applications from individuals who require sponsorship for an employment visa, including those currently on student or post-graduate visas. All candidates must be approved to work in the United States by E-Verify and must present the needed documentation upon request.

### **TDLR IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

*In compliance with the Americans with Disabilities Act (ADA), TDLR will provide reasonable accommodation. If you are scheduled for an interview and require reasonable accommodation in the interview process, please inform the hiring representative who calls you to schedule your interview. Whenever possible, please give the hiring representative sufficient time to consider and respond to your request.*