

SOFTWARE ENGINEER

Reports to: Information Technology Services Staff

Division: Administrative Services

Our ideal candidate

You are eager to apply your education and skills in a collaborative, real-world environment. You bring a solid foundation in programming, problem-solving, and systems thinking, with a willingness to learn and grow under the mentorship of senior engineers. You are detail-oriented, adaptable, and ready to contribute to developing, maintaining, and improving applications and systems that support instructional and operational programs, including Juvenile Court and Community Schools, Special Education, and Early Care and Education programs.

General description

Under general supervision, the Software Engineer supports the design, development, maintenance, and enhancement of SBCEO's software systems and applications. The role provides technical assistance in implementing and supporting software solutions across SBCEO's countywide programs and office sites, while gaining experience and developing expertise through hands-on assignments and mentorship.

Specific duties and responsibilities

- Assist in the development, testing, and deployment of software applications and system enhancements.
- Support the maintenance and troubleshooting of existing software systems, resolving issues with guidance from senior engineers.
- Write clean, efficient, and well-documented code under the supervision of senior team members.
- Participate in requirements-gathering and analysis to understand user needs and translate them into technical solutions.
- Collaborate with senior engineers, network staff, and program administrators to ensure software supports the unique needs of SBCEO instructional and operational programs.
- Learn and apply best practices in software security, data privacy, and accessibility, particularly in educational settings.
- Document application features, configurations, and updates as part of the development process.
- Assist in database queries, reporting, and maintaining data integrity.
- Stay current with emerging programming languages, frameworks, and development tools.
- Pilot small-scale Artificial Intelligence (AI)/Machine Learning-enabled applications (e.g., chatbots for user FAQs, smart dashboards).
- Collaborate with Security Engineer and Systems Administrator to ensure secure, ethical AI integration.
- Learn foundational DevOps practices (e.g., Continuous Integration/Continuous Deployment pipelines, automated testing) through guided collaboration with Senior Software Engineers and Systems Administrator.
- Assist in version control, testing, and basic deployment processes as part of the software development lifecycle.

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- May provide support and resources to local school districts and schools within Santa Barbara County, as assigned.
- Perform other related duties as assigned.

Requirements

A typical way to qualify for this classification would be:

Education: Bachelor's degree in computer science, software engineering, or a related field.

Experience: Relevant coursework, internships, or projects demonstrating foundational knowledge of software development principles and practices.

Equivalent combinations of training, education, and experience that provide the required knowledge and abilities will also be considered.

Knowledge of:

- Basic programming concepts, data structures, and algorithms.
- Common programming languages (e.g., Python, Java, C#, JavaScript) and frameworks.
- Principles of database design, queries, and reporting.
- Software development lifecycle, version control, and debugging.
- Fundamentals of secure coding and data privacy.
- Fundamentals of version control systems (e.g., Git).
- Basic concepts of DevOps, including continuous integration and deployment workflows.
- Correct English usage, grammar, spelling, punctuation and vocabulary.
- Standard office productivity software applications and modern office practices and equipment.
- Telephone and email etiquette.

Ability to:

- Learn the functions, operations, policies, practices, and objectives of the County Education Office.
- Learn new technologies and processes quickly and effectively.
- Write, test, and debug software applications under supervision.
- Follow established CI/CD processes and contribute to test automation efforts under supervision.
- Collaborate with infrastructure and engineering staff to ensure smooth delivery and support of applications.
- Work collaboratively with team members and follow guidance from senior engineers.
- Communicate technical concepts clearly to both technical and non-technical audiences.
- Produce a variety of written materials, including software documentation and testing protocols.
- Manage time effectively and meet project deadlines.
- Demonstrate initiative, attention to detail, and a commitment to professional growth.

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- Communicate effectively orally and in writing.
- Work independently and as part of a team.
- Establish and maintain effective and professional working relationships with others.
- Exercise tact, patience, and courtesy in interactions with others.
- Analyze situations accurately and adopt an effective course of action.
- Maintain confidentiality of SBCEO data.
- Maintain accurate records, documentation, and reports.

Licenses and certificates

Possession of a valid California driver's license and the use of a dependable vehicle are required. These requirements may be waived if the incumbent is able to perform their duties efficiently using alternative means of transportation.

Working conditions

Work is performed primarily in an office environment with frequent interaction with team members and program staff. May require working outside of regular hours for urgent issues. May require travel to SBCEO sites. Requires the ability to sit and use standard office and computing equipment for extended periods.

Series

Information Technology

Salary range 92

Approved by the Personnel Commission:

August 28, 2025