



Job Description

POSITION TITLE:	Senior Principal Engineer CodeStack Professional Learning and Support	JD#6371
SALARY PLACEMENT:	Senior Management Salary Schedule Range 06	

SUMMARY OF POSITION:

Under the general direction of the Division Director of CodeStack, the Senior Principal Engineer independently performs system analysis, design, programming, documentation, task implementation, and program maintenance of difficult systems in a large and diverse user environment within a broad framework of standards, policies, and procedures, utilizing current techniques and methodologies. Serves as the senior technical authority responsible for enterprise architecture, technical strategy, engineering standards, and long-term technology planning across multiple complex software platforms

MINIMUM QUALIFICATIONS – EDUCATION, TRAINING, AND EXPERIENCE:

Possess a Bachelor's Degree with a concentration in computer-related technology and/or Business Administration, or equivalent experience in management information systems. Five years' experience leading a development team.

DESIRABLE QUALIFICATIONS – EDUCATION, TRAINING, AND EXPERIENCE:

Possess a Master's Degree with a concentration in computer-related technology and/or Business Administration. Five years of experience facilitating DevOps strategy, CI/CD pipelines, cloud software architecture, Microsoft .NET development, Azure/AWS, microservices, and web application development. Experience providing technical leadership for enterprise software platforms and large-scale engineering initiatives.

KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of:

- application lifecycle management and modernization strategies
- enterprise software architecture and system integration
- client-side frameworks such as Angular and React
- design patterns and test-driven development
- software engineering governance and best practices
- information security principles and secure application architecture
- risk management principles for enterprise software systems
- application performance monitoring and diagnostic tools

Ability to:

- operate a computer
- develop, implement, and enforce engineering standards, policies, and procedures
- supervise, evaluate, and lead staff
- design scalable, secure, and maintainable enterprise solutions
- develop cloud architecture
- build developer tools and frameworks

- provision Azure infrastructure
- build .Net solutions
- lead Agile software development teams and technical initiatives
- determine appropriate data architecture and persistence strategies using relational and NoSQL technologies

Possess:

- leadership skills in planning, setting agendas, and coordinating/conducting meetings/trainings
- strong strategic planning, communication, and executive level technical leadership skills
- a valid California driver's license and proof of liability insurance coverage in the minimum amount required by SJCOE policy; insurable by the SJCOE carrier. Must furnish own transportation as required to fulfill job duties.

DISTINGUISHING CHARACTERISTICS:

The Senior Principal Engineer represents Range 06 of the Senior Management Salary Schedule provides leadership and vision for the organization. This position requires educational management experience.

ESSENTIAL FUNCTIONS:

Essential functions may include, but are not limited to the following:

1. Work effectively with school districts, community organizations, government agencies, parents, students, and/or staff.
2. Maintain confidentiality on issues concerning program and staff.
3. Supervise and evaluate staff.
4. Participate, coordinate, or conduct a variety of meetings, staff development, committees, trainings, workshops, and/or conferences in order to present material and information concerning department programs, services, operations, and activities.
5. Represent the SJCOE at local, regional, and state meetings, conferences, in-services, boards, councils, and events.
6. Maintain current knowledge and interpret applicable rules, regulations, policies, procedures, contracts, State and Federal laws, codes, and regulations.
7. Communicate effectively both orally and in writing.
8. Analyze situations accurately and adopt an effective course of action.
9. Establish and maintain cooperative and effective working relationships with others.
10. Work independently with little direction.
11. Meet schedules and timelines.
12. Prepare reports as needed for program.
13. Provide technical guidance and strategic technical leadership for enterprise software architecture, engineering standards, and platform modernization.
14. Design complex systems and prepare technical specifications.
15. Create, test, and debug complex software.
16. Perform system repairs and inspections.
17. Provide technical leadership in project planning by evaluating solution architecture, technical feasibility, implementation strategy, resource requirements, and technical risk.
18. Lead technical analysis, architecture, design, implementation planning, feasibility studies, and technical recommendations for complex enterprise initiatives.
19. Implement systems and provide training.
20. Support system acceptance testing.
21. Recommend improvements to enterprise architecture, system performance, scalability, maintainability, security, and long-term platform sustainability.
22. Analyze project requirements.
23. Respond to team questions.
24. Schedule engineering meetings.
25. Evaluate emerging technologies and recommend strategic adoption to support organizational objectives.
26. Provide technical mentorship and establish engineering standards, best practices, and development guidelines across engineering teams.
27. Oversee warranty and product return reviews.

28. Evaluate engineering processes and establish continuous improvement initiatives supporting enterprise software development.
29. Recommend enterprise technologies, architectural improvements, and modernization strategies to improve performance, scalability, security, and reliability.
30. Identify and mitigate technical risks related to enterprise architecture, system integration, security, compliance, and long-term platform sustainability.
31. All other duties as assigned.

ESSENTIAL LEADERSHIP QUALITIES:

1. Is committed to continuous personal and professional development. Values and promotes educational and professional learning opportunities for others.
2. Embraces challenges, learns from feedback, and encourages innovative thinking and risk-taking. Advocates for continuous improvement in processes, products, and services.
3. Inspires others. Leads with empathy and understanding, recognizes the human aspect of leadership, and actively seeks, recognizes, and incorporates diverse perspectives.
4. Commits to the highest personal and professional standards for oneself and others, ensuring accountability at all levels.
5. Actively listens to the needs and concerns of others, engages with genuine curiosity. Effectively guides discussions and group activities, ensuring productive outcomes. Actively works to empower others. Maintains confidentiality.
6. Communicates openly, effectively, and honestly both orally and in writing, fostering trust and motivation toward common goals. Ensures clear, precise, timely communication, particularly in goals, expectations, and feedback.
7. Manages one's emotions and those of others effectively.
8. Analyze situations accurately. Implements strategies that achieve goals, aligning team efforts with organizational values.
9. Builds a strong team culture, working effectively across departments to foster teamwork and mutual success.
10. Skillfully navigates change with confidence and composure.
11. Shows willingness to admit mistakes, share challenges faced and consistently demonstrates strong ethical values.
12. The ability to see that multiple perspectives and alternatives can coexist harmoniously rather than in conflict with one another. The ability to seek and explore a third alternative in which multiple perspectives come together.

PHYSICAL REQUIREMENTS:

Employees in this position must have the ability to:

1. Sit and stand for extended periods of time.
2. Enter data into a computer terminal, operate standard office equipment, and use a telephone.
3. Hear and understand speech at normal levels and on the telephone.
4. See and read the computer screen and printed matter with or without vision aids.
5. Speak so that others may understand at normal levels to small or large groups, and on the telephone.
6. Stand, walk, and bend over, reach overhead, grasp, push, pull and move, lift, and/or carry up to 25 pounds to waist height.

WORK ENVIRONMENT:

Employees in this position will be required to work indoors and/or outdoors in an educational and standard office environment, and/or make home visitations. Employees may come in direct contact with students, parents, SJCOE and school district staff, outside agency staff, and the public.