Human Resources
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Developer Lead

JOB CODE	JOB FAMILY	PROFILE
JCP414	**Information Technology**	**Developer Lead**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Salary	**$72,093.00 - $111,738.00**	**August 28, 2026**

The Developer Lead performs advanced, specialized professional work requiring technical expertise and a deep understanding of complex analytical procedures, programming, and systems processes. Works with significant independence, exercising sound judgment and authority. Leads project teams or provides subject matter expertise in information systems analysis, including defining user requirements, conducting feasibility studies, designing solutions, developing program specifications, performing testing, and overseeing implementation.

Job Description

DUTIES AND RESPONSIBILITIES

- Coordinates with systems, network, and database administrators to implement application or system design specifications and ensures integration across multiple platforms and technologies; maintains effective communication with users regarding vendor activities, issues, timelines, and project status.
- Analyzes and evaluates computer network design, operating systems, and business requirements; consults with departmental personnel to identify opportunities for strategic network enhancements; designs system architecture, network infrastructure, and configuration solutions that meet organizational needs; develops plans to implement improvements.
- Serves as administrator for large and highly complex databases; researches and defines database environment requirements and specifications; determines integration needs to ensure interoperability across platforms and technologies.
- Oversees the integrity and security of County networks and related components, including servers, desktops, laptops, mobile devices, and user access; monitors network activity for malicious behavior; filters threats;

retrieves data for investigations; defines and maintains security standards; performs computer forensics as authorized; researches emerging threats and implements security solutions and procedures.

- Provides recommendations for hardware and software improvements to support business goals; recommends and/or implements system modifications to optimize performance and resolve resource issues.
- Serves as a technical expert in the assigned area; guides and supports professional staff; resolves complex issues; contributes to strategic planning for system and application development or enhancement.
- Leads the work of subordinate IT staff in assigned units; directs project teams and peers on designated initiatives to ensure successful execution.
- Prepares reports, correspondence, and technical documentation; participates in committees and task forces; attends meetings, conferences, and training sessions.
- Performs other job-related duties as required or assigned.
- ***The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.***

MINIMUM QUALIFICATIONS

- Bachelor's Degree in Computer Science, Information Systems, or related field.
- Six (6) years of work experience performing development and analysis in a comparable complex information systems environment.

Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver's license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.

WORKING CONDITIONS

- Work is typically performed in an indoor office environment but occasionally requires travel to other locations.

- Work environments may include noise, dust, and/or unpleasant odors, and may occasionally require work in confined spaces.
- Occasional evenings, holidays, and/or weekend work may be required.

EQUIPMENT, TOOLS, AND MATERIALS

- Equipment typically used in the performance of office duties includes telephone, computer, printer, and copy machine.
- Routine handling of various forms of paperwork.