

## **VETERANS EMPLOYMENT OPPORTUNITY ACT**

Hiring for this position is governed by the Veterans Employment Opportunity Act of 1998 ("VEOA"), as made applicable by the Congressional Accountability Act of 1995 ("CAA"). Pursuant to the VEOA, qualified applicants who are not current employees of the Office of the Senate Sergeant at Arms and who are disabled or who have served on active duty in the Armed Forces during certain specified time periods or in certain military designated campaigns ("veterans") may be eligible to receive a preference over non-veterans in hiring decisions. Family members of veterans may also be eligible to receive a veterans' preference if the veteran cannot claim his or her veterans' preference.

To be eligible for a veterans' preference, applicants must meet all of the requirements set forth in the VEOA and applicable regulations. Those eligibility requirements are summarized in the Application for Veterans' Preference, which is available at [www.senate.gov/saaemployment](http://www.senate.gov/saaemployment).

If claiming a veterans' preference, an applicant must indicate that he/she is preference eligible on the application or resume and must submit a completed copy of the Application for Veterans' Preference along with the supporting documentation specified on that form. If the Office of the Senate Sergeant at Arms does not receive the Application for Veterans' Preference and supporting documentation by the closing date, the applicant's claim for a veterans' preference may be denied.

Applicants may obtain a copy of the Office's Veterans' Preference In Appointments policy by submitting a written request to [resumes@saa.senate.gov](mailto:resumes@saa.senate.gov).

Individuals who are entitled to a veterans' preference are invited to self-identify voluntarily. This information is intended solely for use in connection with the obligations and efforts of the Office of the Senate Sergeant at Arms to provide veterans' preference to preference-eligible applicants in accordance with the VEOA. An applicant's status as a disabled veteran and any information regarding an applicant's disability, including the applicant's medical condition and history, will be kept confidential and will be collected, maintained and used in accordance with the Americans with Disabilities Act of 1990, as made applicable by section 102(a)(3) of the CAA, 2 U.S.C. §1302(a)(3). An applicant who declines to self-identify as a disabled veteran and/or to provide information and documentation regarding his/her disabled veteran's status will not be subjected to an adverse employment action, but the individual may be ruled ineligible for a veterans' preference.



## PRINCIPAL SOFTWARE ENGINEER

### NATURE OF WORK

This is advanced professional information technology work directing and coordinating the design and development of automated information systems supporting the Senate. Work in this classification is distinguished from the Senior Software Engineer by the scope, complexity and criticality of the assigned systems, programming and system analysis expertise and project management responsibilities. The incumbent plans, directs, assigns and reviews staff or contractor work, and manages project timetables and work product. The incumbent may also serve as the technical expert developing information technology and database requirements. Work is performed under the general direction of a Manager.

### EXAMPLES OF WORK

*(This list is not absolute or restrictive, but indicates approximate duties and responsibilities which may be redefined pursuant to operational needs.)*

- Serves as project manager; prepares budget estimates of system development efforts; develops project plans; monitors project status; prioritizes work order requests; prepares application implementation schedules.
- Supervises project staff; assigns and reviews work.
- May coordinate and direct efforts of contractors; inspects and accepts contractor services; reviews and approves vendor work orders, schedule changes and expenditures.
- Maintains and monitors mission-critical systems and responds to emergency situations.
- Conducts feasibility studies to identify the scope, extent and practicality of development or reengineering effort; determines goals, objectives and critical success factors; evaluates hardware/software strategies, technical alternatives and cost options.
- Interviews users to determine overall goals and objectives for major Senate systems (often providing insight into long-term, strategic planning); analyzes user requirements to design system components and functional specifications; prepares detailed program design specifications; maintains continuous end-user contact in support of existing systems and new system development.
- Analyzes functional procedures and workflow in user offices as they relate to manual and automated processes; recommends automated processes; develops detailed plans for the design, development and implementation of new information management systems.
- Prepares detailed functional descriptions of user requirements, data components and procedures using data flow diagrams, entity relationship diagrams, and narrative documentation as well as other forms of technical documentation.
- May perform quality control testing.



- Prepares and maintains analysis and program documentation.
- Creates, develops, modifies, instructs and provides technical assistance on business continuity plans and processes.

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### PHYSICAL DEMANDS AND WORKING ENVIRONMENT

Work requires sitting and operating a computer for extended periods, with occasional standing, climbing, pulling and safely lifting up to 25 pounds. May occasionally work evenings or weekends to resolve problems or handle incidents.

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### MINIMUM QUALIFICATIONS

Work requires a Bachelor's Degree in Information Technology or a related technical area; and eight to ten years experience in information technology and applications development; or any equivalent combination of education and experience that provides the following knowledge, abilities and skills:

- Knowledge of a wide range of operating systems, database management systems and tools, two or more programming languages and utilities.
- Knowledge of software development best practices.
- Knowledge of structured and object-oriented engineering analyses, programming techniques and design methodologies.
- Knowledge of project life cycle methodologies.
- Ability to plan, organize and conduct systems analysis and evaluate processes and procedures.
- Ability to manage critical systems development assignments.
- Ability to plan, assign and review the work of assigned staff.
- Ability to prepare and check structured and object-oriented programs.
- Ability to prepare and maintain requirements analysis documents, system design documents and user correspondence.
- Ability to resolve application, program, database and system problems.
- Ability to communicate effectively.

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### LICENSES, CERTIFICATION AND OTHER REQUIREMENTS

Professional certification(s) may be required.

The U.S. Senate Sergeant at Arms is looking to fill a software Senior Quality Assurance Analyst position. The successful candidate will work in an Agile environment to help improve the performance and reliability of existing and new applications. Working with the Agile team, s/he will create, execute and track manual and automated tests for applications developed by software engineering and user experience staff. In addition, the ideal candidate for the position must be a strong individual performer who can integrate into a highly collaborative environment.

#### Responsibilities:

- Collaborate with Agile development teams to ensure the quality of new and existing custom applications, supporting multiple efforts concurrently.
- Work effectively with clients, peers and management in a highly visible, mission-critical environment.
- Plan and develop manual and automated test scripts for web based applications using products such as Selenium.
- Translate functional and technical requirements into testable use cases.
- Perform functional, regression, integration and performance testing of applications.
- Track defects using a tracking system or source control product such as GitHub.
- Test across multiple web browsers, including multiple versions of IE, Firefox, Chrome and Safari.
- Test across multiple platforms including desktops, tablets, and phones.
- Prepare technical documentation.
- Communicate effectively both orally and in writing.
- Desired: Ensure accessibility as described in Section 508 of the Workforce Rehabilitation Act using Chromevox (or similar - desired), WAVE and Jaws.

#### Qualifications:

Work requires a Bachelor's Degree in computer Science or a related technical area and 3+ years of quality assurance testing, or any equivalent combination of education and experience that provides the following knowledge, abilities and skills:

- 5 to 8 years' experience performing software quality assurance preparing technical testing scenarios and documentation for web applications, at least 2 years in an Agile (e.g., Scrum, Kanban) environment.
- 1 to 2 years' experience with Test Driven Development and Continuous Integration.
- 1 to 2 years' experience writing JavaScript and or other scripting languages.
- 1 to 2 years' experience creating scripts for and using automated functional and front-end testing tools such as Selenium.
- Testing Python/Django based application experience.
- Experience using emulators to simulate tablets and phones (desired).