FEDERAL ELECTION COMMISSION
VACANCY ANNOUNCEMENT

Position Title and Grade	Area of Consideration	Announcement No.
IT Specialist (Java Developer), GS-2210-13 Salary: $82,961 to $107,854	All Sources	08-057
Organizational Location	Opening Date	Closing Date
Office of Information Technology IT Application Branch	August 28, 2008	September 18, 2008

THIS IS A PERMANENT, FULL TIME POSITION. THE FULL PERFORMANCE LEVEL IS GS-13. U.S. CITIZENSHIP IS REQUIRED.

ABOUT THE FEC
The mission of the Federal Election Commission (FEC) is to ensure that the campaign finance process is fully disclosed and that all federal campaign finance laws and FEC regulations are effectively and fairly enforced. The FEC fulfills its mission through education and outreach, conciliation, rulemaking, Advisory Opinions, and litigation.

While the FEC is an independent regulatory agency, we are committed to modeling the best public and private sector practices. We are actively engaged in reaching out to various entities as we identify benchmarks for our future state. We are refining our structure, revising internal processes, and identifying automation enhancements to improve internal and external responsiveness. We are committed to ensuring that our human capital management processes make us an employer of choice, both within and outside of the public sector. Additionally, we are committed to ensuring that our annual information technology budget goes toward significantly improving our ability to serve citizens and that our systems are secure. And, finally, we are committed to ensuring that performance is routinely considered in management decisions and that programs achieve expected results and work toward continual improvement. In short, we are committed to a deliberate approach to using resources to achieve intended goals while holding managers accountable for achieving results.

DUTIES AND RESPONSIBILITIES:

- Incumbent will be responsible to support and enhance complex applications, analyze and resolve complicated issues, and manage design and development components of large projects.
- Work with functional business analysts, business process owners and other technical team members to establish a detailed technical design for a given business requirement.
- Incumbent must be capable of executing the design specification and requirement into development deliverables.
- Provides architectural recommendations, technical design, development, unit and integration testing and participate in establishing Enterprise Architecture Frameworks.
- Possess good communication and troubleshooting skills.
  Responsible for side web based application design and development using knowledge of Java, J2EE, XML, HTML, CSS, and JavaScript.
- Responsible for J2EE application server administration including J2EE application server deployment, monitoring, configuration, and user security management.
- Responsible for database design and programming with Oracle 9x and 10g. Knowledge of SQL, PL/SQL development and SQL tuning.

- Work with database team to design data warehouse and ad hoc report development.
- Responsible for providing customer support, managing and resolving service requests for supported applications.
- Collaborate with Quality Assurance team to enforce SDLC release management and configuration management principles to ensure the stability of the production environment.

QUALIFICATION REQUIREMENTS: GS-13: At least one year of specialized experience must be or equivalent to, work at the next lower level of the position (i.e., GS-12).

Specialized experience is experience that has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position.

Experience in the following software packages are highly desired: Oracle 10g application server (J2EE), PHP, My SQL, web 2.0, Ajax, Google web tool kit.

KNOWLEDGE, SKILLS AND ABILITIES (KSAS):

The following factors will be used to determine the best-qualified candidates. Applicants should address these factors in their resume, cover letter, or attached narrative and clearly describe how their experience, education and training related to them. The agency is looking for applicants with "hands on", demonstrated experience in these areas.

1. Demonstrated knowledge and experience of server side web based application design and development experience, specialized on programming knowledge of Java, J2EE, ASP, C#.Net, XML, HTML, CSS, and JavaScript.

2. Demonstrated knowledge of and experience in database design and programming experience with Oracle 9x and 10g and in-depth knowledge of SQL, PL/SQL development and SQL tuning.

3. Demonstrated knowledge of and experience in data warehouse and ad hoc report development (Crystal report or Microstrategy is preferable).

4. Demonstrated knowledge of and experience of providing superior customer support, managing and resolving service requests for supported applications.

5. Demonstrated knowledge of and experience applying formal SDLC release management and configuration management principles to ensure the stability of the production environment.

6. Demonstrated knowledge and experience of Apache Tomcat and IIS.Net web/application servers administration and development.

HOW YOU WILL BE EVALUATED
All required information materials will be reviewed to determine if applicants meet the mandatory qualification requirements. Qualification and experience determinations will be based only on the information supplied by the applicant.

Applicants will be evaluated in a two-step process. On the basis of written materials (i.e. the 5 KSA questions and responses) submitted in accordance with the vacancy announcement, step one weighs the candidate's specialized experience, training, education, and work performance against the duties of the position and a pre-determined set of criteria. The highest rated

candidates may be interviewed during a second phase of applicant evaluation. Successful candidates from step two will be forwarded to the selecting official. Applicants, who have held a permanent position in an equivalent type position in the federal government at the GS-13 or higher grade level, or its equivalent, shall be referred directly to the selecting official as an exception to merit promotion procedures. The selecting official may interview or request his or her staff to interview any such applicants at his or her discretion.

CONDITIONS OF EMPLOYMENT
- The position is in the bargaining unit. This is a permanent full-time position is in the Excepted Service and does not confer Federal competitive status.
- Continued employment in this position is contingent upon successful completion of the appropriate background investigation.
- Persons selected must satisfactorily complete a one-year probationary period.

BENEFITS:
- The incumbent will be entitled to life and health insurance, annual (vacation) and sick leave, and retirement benefits.
- The incumbent may be eligible for a transit subsidy up to $115 per month.
- Relocation expenses will not be paid.

HOW TO APPLY:

1. Applicants may apply for this position with a resume, the *Optional Application for Federal Employment* (OF-612), or other application format, as long as the application contains the necessary information below:
   a. Vacancy announcement number; title and grade(s) of the job for which applicant is applying;
   b. Name, city and state of high schools and colleges/universities attended with date(s) of diploma. For college include majors, and type and date of degree(s);
   c. Previous employment experience, including job titles, duties and accomplishments, employer's name, number of hours worked per week, and start and end dates (month and year), and, for most recent jobs, annual salary;
   d. Job-related training courses, special skills, certificates and licenses, honors, awards and publications.
2. Copy of most recent performance appraisal (if any);
3. Narrative statement that addresses each Knowledge, Skill, and Abilities.
4. Former and current federal competitive service employees must submit a standard form 50 (notification of Personnel Action) that verifies career status.

WHERE TO SEND APPLICATIONS: (Note- Only applications via e-mail will be considered. Applications submitted by any other method will NOT be considered).

E-mail to fecjobs@fec.gov -the subject line must contain the announcement number (08-057) and the applicant's name. If you are unable to include or attach supplemental documents via email, you may submit your information by fax to 202-219-3588. Only supplemental information will be accepted via fax.

For additional information, call Human Resources at 202-694-1080 or send inquiry to fecjobs@fec.gov

The FEC is an Equal Opportunity Employer. All qualified applicants will be considered without regard to race, color, national origin, religion, gender, age, marital status, sexual orientation, physical disability, lawful political affiliation, or labor organization affiliation or non-affiliation. The FEC provides reasonable accommodations to applicants with disabilities.