YORK UNIVERSITY
DEPARTMENT OF HUMAN RESOURCES

JOB POSTING - YUSA

JOB TITLE: Senior PeopleSoft Integration Developer	**JOB CODE:** 952722
DEPARTMENT/FACULTY: UIT – Enterprise Analytics & Business Applications (EABA)	**SALARY BAND:** 17

JOB PURPOSE:
Reporting to the Manager, EABA, the Senior PeopleSoft Integration Developer is responsible for the analysis, design, execution and coordination of development efforts to facilitate integration between York's PeopleSoft systems and other internal and/or external systems. The role performs complex design and programming tasks, leads integration development projects and is recognized as an expert resource for technical issues within the team. The role is responsible for partnering with internal clients, systems analysts, database system administrators and other IT teams to understand the application functionality, support fit/gap assessments and develop technical solutions to support business processes.

MAJOR AREAS OF RESPONSIBILITY:
1. Analyze business requirements and develop technical solutions
   Percentage of time: 50%
A. Develops technical specifications to guide programming activity and oversees the coding activities of junior programmers.
B. Designs and develops application code required to achieve integration between PeopleSoft and other 3rd party application systems, either hosted or locally installed.
C. Develops and maintains web-services, flat-file and real-time integrations.
D. Performs all levels of testing, including unit, integration, regression, system and user acceptance testing to ensure that applications will perform error free and according to business specifications when promoted to production.
E. Develops and maintains documents for requirements, design, implementation, and maintenance for support and change management purposes.
F. Partners with IT teams and business users to understand the application functionality, support fit/gap assessments and develop technical solutions to support business processes.
G. Stays informed and up-to-date on internal and external operational and technological changes, trends and other critical information so as to ensure quality solutions are developed and delivered.
H. Participates in technology acquisitions, participates in competitive bid processes, vendor non-disclosure meetings.

Contacts: Business users, software vendors, consultants and other technical team members
Reason for Contact: Collaborates with other technical staff, end users and vendors in developing solutions and specifications so as to ensure compliance and integrity of data and systems. Work with vendors in supporting applications and identifying solutions to integration requirements.

2. Application Support and Maintenance

   Percentage of time: 25%
A. Monitors system performance, data integrity and other aspects of systems to identify technical problems resulting from integration.
B. Assists clients in analyzing and resolving problems resulting from integration.

C. Researches, develops and enhances utilities to monitor and maintain the stability and reliability of the integration components, and ensures data consistency across application systems.
D. Designs and troubleshoots new and existing changes/enhancements to PeopleSoft applications.
E. Analyzes and documents root causes of defects or production support issues and implements appropriate solutions.
F. Conducts research on new features and/or functionality included in system upgrades to determine the impact to existing system interfaces, integration components and customizations.
G. Participates in all phases of the software development life cycle including technical analysis, design, development, testing, documentation and deployment.
H. Installs and upgrades servers and related application in test and QA environments.
I. Reports on application functional issues and problem resolution activities to business users and management.

Contacts: UIT Technical staff, business users and software vendors
Reason for Contact: Problem Resolution. Must be able to explain technical issues to non-technical users and understand client business requirements. Collaborates with developers and subject matter experts to analyze tradeoffs between usability and performance needs. Works with business owners, functional team members and systems developers to ensure technical designs meet business requirements and can be implemented. The resolution of technical problems may require consultation with other technical staff both inside and outside of York.

3. Technical instruction and code reviews
   Percentage of time: 20%
A. Functions as a technical lead and provides instruction to less experienced teammates and resolves complex issues and problems that are unresolvable by more junior staff.
B. Ensures work products of others conform to the highest levels of quality and meet operational and technical standards.
C. Trains others in aspects of software development and systems analysis.
D. Proactively contributes to technical discussions and decision making; identifies technical problems and escalates when appropriate.
E. Works with both technical and non-technical teams.

Contacts: UIT Technical staff and business users
Reason for Contact: Application Development and Delivery. The incumbent will work with IT staff and clients to ensure that solutions meet the business needs, as well as to ensure requirements and deadlines are appropriate and met. The incumbent provides technical expertise in problem resolution.

5. Other duties as assigned
Percentage of time: 5%

COMMUNICATIONS:

	English
Basic reading skills (e.g., scanning text, reading forms, etc.)	☒
Basic writing skills (e.g., writing brief notes, completing forms, etc.)	☒
Basic speaking skills (e.g., asking & answering simple or repetitive questions, etc.)	☒
Comprehends written material (e.g., extracting information/details, reading reports/correspondence, etc.)	☒
Writes non-complex documents (e.g., composing factual information/short routine correspondence, taking minutes, etc.)	☒
Sustains conversation on specific topics (e.g., explains standard policies/procedures/services, etc.)	☒
Comprehends complex texts (e.g., reading & interpreting policy papers/research papers/technical reports, etc.)	☒
Composes documents (e.g., drafting reports/recommendations/ research papers/summaries, etc.)	☒
Sustains in-depth conversation (e.g., interpreting & expressing complicated ideas, making presentations, etc.)	☒

PHYSICAL & SENSORY DEMANDS/ENVIRONMENTAL CONDITIONS:

☒	VDT Use	75%	☒	Bending	5%
☒	Prolonged visual attention	60%	☒	Walking/mobility	10%
☒	Prolonged audio attention	40%	☒	Extreme temperatures	2%
☒	Hand/finger dexterity	60%	☒	Loud noises	1%
☒	Prolonged sitting	70%	☒	Verbally abusive	2%
☒	Lifting and/or carrying (approx. 10 lbs/25 kg)	5%			

RESPONSIBILITY FOR OTHERS:

		F/T – P/T	Casuals
☒	Gives direction or instructions	1-4	1-2
☒	Arranges work schedules, coordinates work flow & reviews completed work		1-2
☒	Trains others in new tasks or estimates training needs	1-6	1-2

UALIFICATIONS:

Minimum level of formal education required:
University Degree in Computer Science, Engineering, IT, Data Science, Applied Mathematics, Management Information System, or a related technology discipline/area, or an equivalent of four (4) years of recent experience (defined as within the last five years) working at York University and performing the same or similar tasks. This education equivalency is in addition to the experiential requirements below.

Minimum number of years and type of relevant work experience required:
Seven years PeopleSoft development experience including the following:

- PeopleSoft HCM and FSCM 9.2
- PeopleTools 8.58 or higher
- Proficient with PeopleSoft application development tools such as Application Designer, PeopleCode, Component Interface, Application Engine, BI Publisher, SQR
- Experience with Fluid UI
- Experience implementing, supporting and customizing PeopleSoft systems
- Experience integrating applications with various formats including flat-file (CSV), XML, and SOAP
- Experience with PeopleSoft Integration Broker, web-services, SOAP, and WSDL
- Experience with providing technical instruction and technical training
- Upgrade experience preferred

Skill(s) required:
- Strong written and oral communications skills and good time management skills
- Detail oriented with solid analytical, troubleshooting, and organizational and decision making skills.
- Ability to work well with others and to develop/maintain productive business relationships.
- Ability to effectively prioritize and execute tasks in a fast paced environment with competing demands and work under pressure
- Ability to work with ill-defined client specifications to understand and develop requirements
- Self-sufficient in prioritizing individual work, meeting deadlines, forecasting efforts with minimal guidance and direction
- Strong customer service orientation

Please note: This position requires the candidate to produce a verification of degree(s), credentials(s), or equivalencies from accredited institutions and/or international equivalents at the time of interview.

JOB SPECIFICATIONS:

Hours of work: **8:30 a.m to 4:30 p.m**
Summer: same as above
Overtime may be necessary during peak periods

Peak periods for this position: During upgrades and implementations of new systems or emergencies
Vacation restriction: During crucial upgrade and project implementation phases