

APPLY IN PERSON AT:
Human Resource Department
909 Packerland Drive
Green Bay, WI 54303



OR MAIL TO:
Human Resource Department
P. O. Box 365
Oneida, WI 54155-0365
Phone: (920) 496-7900
Fax: (920) 496-7911

APPLY ONLINE AT:
<http://oneida-nsn.gov>

A good mind. A good heart. A strong fire.

FIRST POSTING OPEN TO ONEIDA ENROLLED TRIBAL MEMBERS ONLY

POSITION TITLE: Senior Programmer Analyst
POSITION NUMBER: 03130
DEPARTMENT: MIS – Application Services
LOCATION: 525 Airport Dr, Oneida, WI
DIVISION: General Manager
RESPONSIBLE TO: Supervisor Health Information Systems
SALARY: E7 \$60,783-Annually (NEGOTIABLE DEPENDING ON EDUCATION & EXPERIENCE)
(Employees will receive 5% below the negotiated pay rate during their probationary status.)
CLASSIFICATION: Exempt
POSTING DATE: January 13, 2021
CLOSING DATE: January 20, 2021
Transfer Deadline: January 20, 2021
Proposed Start Date: As soon as possible

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

POSITION SUMMARY

This is an advanced programming analysis and design position within an IBM mid-range computer environment. The incumbent will provide system design and analysis, program code generation, system documentation and user training as needed. The primary focus of this position will be to develop requirements, design automated system solutions, and provide project management for the Oneida Comprehensive Health Division. Continuation of this position is contingent upon funding allocations.

DUTIES AND RESPONSIBILITIES:

1. Independently analyze and design, develop, create, test, and modify complex applications, computer systems, computer programs and integrations.
2. Interact with MIS customers for the purpose of understanding business needs and recommending system solutions to accomplish business unit goals.
3. Provide business solutions through application of technology, hardware, software, and/or process to support Business Unit needs.
4. Provide problem determination and resolution support for online systems.
5. Apply project management methodologies to support the design, and/or implementation of complex systems such as, work plans, system design, testing, needs assessment, process flows, project leadership and testing.
6. Provide information to internal MIS management as well as Business Unit management through formal and/or informal presentations.
7. Develop and maintain user and programmer documentation.
8. Organize and prepare data for customer analysis.
9. Provide technical representation to outside agencies, e.g. IHS, BIA, Financial Institutions, etc.
10. Participate as a team member on multi-departmental projects.
11. Provide user training on new or existing systems as needed.
12. Provide guidance and leadership to junior programmers.
13. Maintain awareness and understanding of industry technology changes and developments through appropriate training and education.
14. Assist in the development of system standards and Departmental Standard Operating Procedures.
15. Assist in the development and maintenance of proper security controls for the AS/400 and application software. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
16. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.

JOB DESCRIPTION
Senior Programmer Analyst
Page 2

DUTIES AND RESPONSIBILITIES: (Cont.)

17. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

1. Frequently walk and sit.
2. Occasionally stand, stoop, kneel, crouch, crawl, and lift and/or move up to twenty-five (25) pounds.
3. Work is generally performed in an office setting with a moderate noise level.
4. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter as required.

STANDARD QUALIFICATIONS:

1. Skill with office applications in a business or classroom environment.
2. Ability to work independently or as a member of a team.
3. Ability to provide user training.
4. Ability to communicate effectively with the user community on a non-technical level while still being able to translate user goals into automated processes.
5. Ability to develop and maintain professional relationships with a variety of individuals and groups in a complex, multi-cultural environment.
6. Ability to successfully cope with challenging conditions and situations.
7. Maintain strict departmental security, confidentiality and quality to meet professional standards of the department.
8. Must be willing and able to obtain additional education and training.
9. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol-Free Workplace Policy during the course of employment.
10. Employees are required to have proof of immunity or dates of 2 doses of MMR and Varicella prior to starting in any position within the Oneida Comprehensive Health Division. Any refusal of vaccination(s) or failure to provide proof of immunity may disqualify the applicant.
11. Must complete Health Insurance Portability and Accountability Act (HIPAA) training within 30 days of employment and annually thereafter.
12. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nations Gaming Division.
13. A valid driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a personal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Law prior to actual start date. Must maintain driver's eligibility as a condition of employment.

PREFERRED QUALIFICATIONS:

Applicants please clearly state on the application/resume if you meet these qualifications.

1. Understanding of National code standards for Indian Health Service's (IHS) reporting requirements (GPRA, Exports, etc.) and reporting requirements for CMS reimbursement programs (MIPS, MACRA, HIPAA, PDMP, CQM, MU).
2. Experience with Interface engines Mirth, Qvera, Carebridge, Linklogic, MIK.
3. Experience with GE CPS EMR, AthenaPractice EMR, VFE, Crystal Reports, Surescripts DM, ACM, Patient Portal.

MINIMUM QUALIFICATIONS:

Applicants please clearly state how you meet these qualifications on the application/resume.

1. A Bachelor's Degree in computer science from an accredited college or university.
2. Five (5) years of experience programming in a business environment, system design and analysis in a business environment using a formal development methodology, project management, experience organizing and presenting data to end users; an equivalent combination of education and experience may be considered.
3. Two (2) years of experience programming in RPG, CL and SQL in a business environment.
4. Two (2) years of experience in Client Server development tools including JAVA, C++, VB6, .net framework, HTML.
5. Two (2) years of experience in a Healthcare related field with an understanding of Healthcare industry Standard codes (ICD, CPT, HL7, LOINC, SNOMED, etc.).

JOB DESCRIPTION

Senior Programmer Analyst

Page 3

ITEMS TO BE SUBMITTED:

1. **Must provide a copy of diploma, license, degree or certification upon employment.**
2. Samples of Programming code if available.
3. Samples of system design and methodology used if available.