



Job Vacancy Announcement

Agency Job Posting #: TSBP 26-006
Work in Texas #: 16926689

Number of Openings: 1
Schedule: Full-Time

Opening Date: October 7, 2025
Closing Date: October 22, 2025

Job Title: Programmer
State Classification: 0244 – Programmer IV
FLSA: Non-Exempt
Monthly Salary: \$8,333.34 (B26)
Team: Information Technology
Reports to: Director of IT
Travel: None
New Hires & Rehires: 60-day waiting period for health coverage

Flex Schedule Allowance: Position: Eligible according to business needs
Teleworking Status: Position: Eligible according to business needs

Military Crosswalk

Army: 25B, 255A, 255S, 26B
Navy: CT, CTR, CWT, IT, 181X, 182X, 681X, 682X, 781X, 782X
Coast Guard: IT, CYB10, CYB11, ISM
Marine: 0673, 2652, 8846, 8848
Air Force: 8K000, 16KX
Space Force: Z-prefix, 62E

GENERAL POSITION DESCRIPTION

Performs computer programming work involving analyzing system specifications to develop software for computer applications; developing solution software; documenting the methods and procedures used in software development; and testing, correcting, and revising software. Employees at this level may fully perform highly complex programming work and may coordinate and/or perform highly complex coding, testing, and debugging of applications, as outlined by system requirements.

REPORTING RELATIONSHIPS

Performs advanced (senior-level) computer programming work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Analyzes users' needs; designs, tests, and develops software to meet those needs.
- Develops routine code and debugs software.
- Analyzes proposed applications for equipment requirements and capabilities.
- Analyzes, reviews, and revises software to increase operating efficiency or to adapt to new procedures.
- Compiles and documents procedures used throughout software development and revision.
- Prepares detailed workflow charts and diagrams that describe input, output, and logical operation and converts them into a series of instructions coded in a programming language.
- Write complex software code and debug software.
- Coordinate and/or perform work on programming projects, including those that are highly complex in nature and/or large in scale.
- Coordinate and/or write test plans and test data.
- Develop instructions or manuals for end users.
- Write documentation on projects, software architecture and code.
- Determines work priorities and schedules time accordingly.
- Complies with all agency personnel policies, including regular attendance.
- Performs related work as assigned, including job duties provided in the SAO job description.

Knowledge, Skills, and Abilities

Knowledge of the principles, practices, and techniques of programming and systems analysis; computer operations procedures and systems; and computer programming languages.

Skill in problem solving, in critical thinking, in computer programming, in the use of hardware and software, and in modifying or developing software for applications.

Ability to process information logically; to design programs and systems logic; to prepare program specifications; to code, test, and debug software; to interpret technical information related to programming and other areas of data processing; and to communicate effectively.

Knowledge of PMP and Agile methodologies.

Skill in the use of standard office equipment, computers, and computer software, including Microsoft Word and Excel.

Education and Experience Requirements

Minimum 3 years of experience in computer programming.

Graduation from an accredited four-year college or university with a bachelor's degree in Computer Science, Information Technology or a related field is highly preferred. Experience and education may be substituted for one another.

Proficiency in at least two of the following programming languages: .NET, C#, PHP, JAVA, SQL, or Python, is required. Proficiency in SQL and Python programming languages is highly preferred.

Strong understanding of systems analysis and design and software development lifecycle, required.

Experience with SQL Server, MariaDB or MySQL, Windows IIS, API Development, Microservices, SOA Architecture, required.

Ability to communicate technical concepts clearly.

License Required: None.

If registered as a pharmacy technician, must possess a current registration certificate and be in good standing with the Texas State Board of Pharmacy.

Environmental and Physical Conditions

Normal office environment. Tobacco free work place. Sitting and operating a personal computer for long periods of time. Correctly lift up to 25 pounds. Physical conditions will require a person with sufficient stamina to maintain a constant high level of concentration, frequently intense with many interruptions, for long periods of time.

The specific statements shown in each section of this position description are not intended to be all-inclusive. They represent typical elements and criteria necessary to successfully perform the job.

Conditions of Employment

Upon employment, all persons hired will be required to complete state and/or national fingerprint identification checks. Employees must be eligible, as determined by the Texas Department of Public Safety, to access criminal history records. Felony convictions and certain misdemeanor convictions will cause ineligibility. Upon employment, employees must be able to pass the required online CJIS class regarding the security of criminal records.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form (Form I-9) upon hire. TSBP participates in E-Verify and will provide the Federal Government with your Form I-9 information to confirm that you are authorized to work in the U.S. TSBP is unable to sponsor employment visas.

In accordance with Texas Government Code, Sec. 651.005, all males who are 18 to 25 years of age must present proof of registration with Selective Service or exemption from registration upon hire.

How to Apply

Applicants must submit a completed State of Texas Application with all requested information. Incomplete applications will not be considered. A resume may be submitted to supplement the State of Texas Application; however, a resume submitted in lieu of the application will be rejected. Additionally, an application with "see resume" within the summary of experience is considered incomplete and will be rejected.

All applicants are encouraged to submit a cover letter that focuses on the applicant's unique qualifications for the position.

The Texas State Board of Pharmacy (TSBP) accepts the State of Texas applications only for posted vacancies. Applications must be received by 11:59 P.M. CST on the closing date.

Applicants may submit their State of Texas application directly to TSBP using the following methods or online at WorkInTexas. Note that any supplemental items (such as cover letters and resumes) must be sent directly to TSBP by using the methods below:

Texas State Board of Pharmacy
1801 Congress Ave Ste 13.100
Austin TX 78701
human.resources@pharmacy.texas.gov

Military Preference

In order to receive a military preference for any position, one of the following documents must be submitted with the employment application: a copy of the DD-214; a statement of compensation from the Veteran's Administration, or a copy of the DD1300.

The Texas State Board of Pharmacy (TSBP) is an Equal Opportunity/Affirmative Action/ADA Employer and Smoke Free Agency. The TSBP's employment positions are covered by the Fair Labor Standards Act (FLSA). TSBP does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or veteran status. A copy of TSBP's EEO Plan Utilization Report is available at http://www.pharmacy.texas.gov/files_pdf/EEO_Utilization_Report_TSBP_Amended.pdf