



Software Developer II

Position Description

December 2025

Division: Information Systems	Department: Software Development
Classification: Exempt	Location: Orlando, FL
Pay Grade: 13	Application Deadline: Open until Filled

Position Summary

The Software Developer II is a mid-level professional responsible for assisting the Programming team in the development, documentation, debugging, and maintenance of databases and efficient full-stack software applications for the Supervisor of Elections (SOE) information systems.

Software Developer II reports to the Director of Information Technology.

Performance is reviewed through observations, work performance, reports, and achievement of desired results.

Skills And Qualifications

Required:

- Associate's degree in information systems, Software Development, Computer Science or related field.
- Four to six years of professional software development experience with strong C#/.NET, VB.NET, JavaScript, and Python programming languages.
- Proficient in designing and optimizing relational databases, both on-premises and in cloud environments.
- Solid experience developing RESTful APIs, Web Services, and microservices architecture.
- In-depth knowledge of Continuous Integration and Continuous Deployment (CI/CD) pipelines.
- Understanding of Software Development Lifecycle (SDLC).
- Strong understanding of secure coding practices, application performance tuning, and scalability.
- Proficiency in using Microsoft Office products.
- Ability to analyze complex business problems and architect technical solutions independently
- Ability to quickly understand existing code and enhance and build on existing solutions.
- Ability to work in a collaborative team environment that spans multiple departments.
- Valid driver's license and driving history that meets SOE driving standards – Successful completion of the Orange County Defensive Driving Course.

Preferred:

- Bachelor's degree in information systems, Software Development, Computer Science or related field.
- Experience with databases (Oracle and SQL) and data structures.

- Prior work experience in a position with rapidly changing priorities and deadlines.
- Past position working with projects from conception to deployment with a high degree of accuracy and attention to detail.
- Knowledge of the Voter Focus application suite.
- Understanding of DevOps practices and infrastructure automation.
- Exposure to agile methodologies (Scrum, Kanban).

Position Functions and Duties

- Works closely with Programming department to develop, enhance, install, and test well-designed, efficient, computer software applications based on specifications, using best software development practices.
- Lead in the Design, development, testing and deployment of secure and scalable full-stack applications.
- Participates in the design, development, and maintenance of information systems & reports using Visual Studio, SQL Server, Toad, Oracle, Tableau, and other 3rd party tools.
- Assists in the development, management, optimization, and maintenance of SQL and Oracle databases.
- Proactively monitor and improve application performance, reliability and security
- Provide support for departments through research, analysis, testing, documentation, and training of information system functions in a timely matter.
- Participate in code reviews, design discussions, and enforce coding standards and best practices.
- Improve functionality, security, standards, and performance of databases and in-house software applications.
- Assist IS staff with resolutions for department and end-users' technical problems.
- Remain current on emerging technology that may benefit the SOE systems and users; participate in new development, enhancement, and maintenance of systems.
- Assist the Director of Information Technology with any special projects as directed.
- Ability to support and perform team members' duties as needed.
- Perform all other duties as assigned.

Working Conditions

Much of the work is performed indoors, in an air-conditioned office seated at a desk facing a computer screen. Requires contact with management, co-workers, and other internal personnel of the SOE to provide support with systems administration tasks.

This position requires full-time hours within a scheduled workweek, in addition to extended workdays and weekend work as needed, during election events, sometimes with little or no advance notice.

Special Equipment

Must possess working knowledge of office machines, equipment, and tools including, but not limited to multi-line phone system, computer, laptops, tablets, scanner, imaging systems, election tabulators, ePoll tablets, printer, facsimile machine, copier, calculator, and company vehicles.

Physical And Mental Demands

Requirements and Frequency		
Occasional Demands (1-33%)	Frequent Demands (34-66%)	Constant Demands (67-100%)
Driving	Bending	Repetitive Wrist Motion
Pulling	Pushing	Hand-Eye Coordination
Carrying	Moderate Lifting (up to 50 lbs.)	Decision Making
Climbing	Focus for Extending Periods	Reaching
	Sitting	Walking
		Reading
		Problem-Solving
		Comprehending
		Repetitive Wrist Motion
		Hand-Eye Coordination

DISCLAIMER

This is a general overview of this position. The Orange County Supervisor of Elections reserves the right to change, alter, or void all or any part of this position overview at any time, with or without notice.

AT WILL STATEMENT

Employment at the Orange County Supervisor of Elections Office is "at-will." The employee or employer may terminate it at any time, with or without cause. It is not guaranteed, contracted, or promised for any length of time. No person other than the Orange County Supervisor of Elections has the authority to alter your employment's at-will status or enter into any employment contract with you. The Orange County Supervisor of Elections reserves the right to change, amend, or revoke pay rates, terms and conditions of your employment, and job offers at any time.

HOW TO APPLY

Email applications to: recruiter@ocfelections.gov

Mail application to: Orange County Supervisor of Elections
 Attention: Human Resources
 PO Box 562001
 Orlando, FL 32856