

# Market Range Detail - Software Architect

## Effective Date

November 11, 2013

## Market Range Title Description

Positions in this market range title strategically design, develop, and implement complex, high impact software and applications. Partners with internal customers to conceptualize new software and/or application projects, recommends technical resources and strategies, then designs the requirements for the project. Serves as the top technical design expert in software and application development for assigned area. Provides software and application design recommendations based on long-term IT organizational strategy. Provides expertise regarding the integration of applications across the business. Determines specifications, then plans, designs, and develops the most complex and business critical software solutions, utilizing appropriate software engineering processes — either individually or in concert with project team. Acts as an internal consultant, advocate, mentor and change agent. Provides expert level support for the most difficult support problems; resolves unique or non-routine software problems. Designs back-up, security, and disaster recovery systems. Analyzes project approaches for impact/risk and cost/benefit. Evaluates new systems software and make recommendations to management. Collaborates with management to establish future direction for software. Analyzes short and long-term strategic software and/or application problems and develop solutions. Analyzes and evaluates industry trends and new developments to integrate the best technologies and practices into software.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$40.61	\$52.79	\$64.97

## Likely Minimum Qualifications

- Bachelor's degree in Computer Science, Information Technology or other closely related field.
- Seven years of related professional level experience.
- Other combinations of education and experience may be considered in substitution for the minimum qualifications

## Working Titles

- Software Architect

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.