



UNITED STATES DISTRICT COURT
DISTRICT OF HAWAII

VACANCY ANNOUNCEMENT
NO. 2023-07

Position Title: **PROGRAMMER**

Terms of Employment: Full-time, Excepted Service

Classification Level: Court Personnel System
Table HI - Hawaii
Grade: CL-26; Salary range: \$57,190 - \$92,942*
(Starting salary dependent on individual qualifications and experience.
Promotion potential to CL 27-28 levels in the future based on need,
competency, and available budget).
**Salary range noted above based on 2023 pay tables and includes a 9.28% non-taxable Hawaii Cost of Living Adjustment (COLA), which is subject to change annually.*

Position Location: United States District Court
300 Ala Moana Boulevard, Room C-338
Honolulu, HI 96850

Closing Date: Position open until filled. Priority consideration will be given to applications received by Friday, October 20, 2023.

The Clerk's Office of the United States District Court, District of Hawaii, is now recruiting for a **Programmer**. Whether launching or continuing a career in public service, the U.S. District Court is a great place to work with competitive salaries and benefits, a work schedule that promotes a work-life balance, access to a fitness center, and the opportunity to work with colleagues committed to fulfilling the important mission of administering justice in an efficient and effective manner. This position offers an excellent opportunity to advance a career in Federal court service.

The Programmer provides court unit support for various national and local databases. The incumbent performs work related to designing, modifying, and adapting existing and acquired software. The incumbent is primarily responsible for writing code and under the direction of the Director of IT, meets with end users to analyze their needs to implement software solutions.

REPRESENTATIVE DUTIES:

- Write code to specifications. Document work. Develop custom reports. Prepare flow charts. Perform routine testing.
- Provide analysis and recommendations to the Director of IT in user needs and software requirements to determine feasibility of design within time and cost constraints.
- Install or assist in the installation of new or revised releases of national systems.
- Prepare and maintain the documentation of all locally developed software used at the site.
- May confer with technical staff and end users to design software applications, including exchanging information on project limitation and capabilities, performance requirements, and interfaces.
- Perform other related duties or special projects, as required.

SALARY AND QUALIFICATIONS:

Starting level/salary depends on education and experience. This position is graded under the Court Personnel System. Initial placement will be at CL-26, with promotion potential to a higher level available without further competition, based on performance, competency, needs of the office, and available funding.

Minimum Qualifications:

- High school diploma or equivalent.
- Ability to learn new programming skills.
- 1-3 years of programming and debugging in Object oriented programming languages like Java or C.
- Self-starter with the ability to work individually and as part of a team.
- Good communication skills, both oral and written.
- Ability to work on multiple projects and deliver work according to priorities assigned by the supervisor.
- Provide solutions to complex problems.
- Provide technical support for software issues that may arise.
- Design, build, test, implement and maintain integrations between the packaged application and other internal and external applications.
- Comfortable working in an agile environment.

Preferred Qualifications:

- Bachelor's degree in Computer Science or related field is strongly preferred.
- Knowledge of and experience working with Scripting languages like JavaScript or equivalent.
- Knowledge of and experience creating SQL queries in Informix, MySQL or equivalent databases.
- Experience with modern HTML and CSS.
- Experience with Bootstrap CSS framework.
- Experience with PHP (or equivalent web programming language).
- Experience with MVC frameworks (such as CodeIgniter or equivalent).
- Experience with source code control, such as Git or subversion.
- Experience "reverse engineering" existing systems.
- Experience integrating with REST APIs.
- Experience with SharePoint (power automate, power apps).

Salary: Depending on qualifications and experience, CL 26, Steps 1-61; Salary Range: \$57,190 - \$92,942

Time off: 13 days of paid vacation the first three years, increasing with tenure thereafter, 13 sick days accrued per year, 14 paid holidays (including both federal and local holidays).

BENEFITS

Federal Pension and optional employer-matching and automatic contributions to the Thrift Savings Plan (similar to a 401K).

Choice of a variety of employer-subsidized federal health and life insurance options. Supplemental dental, vision, and long-term care coverage.

Flexible spending account to pay out-of-pocket health and dependent care expenses with income set aside tax-free from salary dollars.

Other Perks: Eligibility for Public Service Loan Forgiveness Program, public transit or parking subsidy, compensatory time, employee assistance program, reasonable and flexible work hours, potential for occasional telework, onsite cafeteria and gym.

See the United States Courts website for an overview of [Federal Judiciary benefits](#).

CONDITIONS OF EMPLOYMENT:

Applicants must be United States citizens or eligible to work in the United States. All application information is subject to verification. The selected candidates will be provisionally hired subject to successful completion of a background investigation by law enforcement agencies, which includes a five-year background investigation with periodic updates every five years thereafter.

Court employees are required to adhere to the [Code of Conduct for Federal Judicial Employees](#). This position is subject to mandatory electronic funds transfer for payroll direct deposit.

HOW TO APPLY:

It is recommended that applications be submitted as soon as possible. To ensure consideration, promptly submit **one of each** of the following combined into a **single pdf**:

- 1) Letter of interest;
- 2) An updated resume;
- 3) A completed and signed AO-78 (Judicial Branch Federal Employment application), which is available from the Hawaii U.S. District Court website: www.hid.uscourts.gov under FORMS and "Miscellaneous," or on the Employment Page; and
- 4) Three professional references with current contact information.

Incomplete application packets may disqualify an applicant from consideration.

Please submit electronically via email in ONE PDF to: careers@hid.uscourts.gov with subject line: *VA 23-07 Programmer (your name)*.

Due to the anticipated volume of applicants, the U.S. District Court will only communicate with those individuals who will be invited for personal interviews and only applicants who are interviewed will receive a response regarding their application status. Interview and relocation expenses are not eligible for reimbursement. The District of Hawaii, U.S. District Court reserves the right to modify or withdraw this vacancy announcement, to fill the position any time before the closing date, or to fill more than one position from this vacancy, any of which may occur without prior written or other notice. If a subsequent vacancy of the same position becomes available within a reasonable time of the original announcement, the Court Unit Executive may choose to select a candidate from the original qualified applicant pool.

Equal Focused Employer. The Court encourages applications from all qualified individuals and seeks a diverse pool of applicants in terms of race, ethnicity, national origin, sex, gender identity and expression, sexual orientation, age, languages spoken, veteran's status, disability, religion, and socio-economic circumstance. The court provides reasonable accommodation to applicants with disabilities. If you need reasonable accommodation for any part of the application or hiring process, please notify Human Resources at 808-541-1441. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

*We value diversity, are committed to equity and inclusion, and
support a workplace in which everyone is treated with dignity and respect.*