



ALABAMA ADMINISTRATIVE OFFICE OF COURTS
300 Dexter Avenue
Montgomery, Alabama 36104-3741
(334) 954-5000

JOB ANNOUNCEMENT

Programmer Analyst III – 10517
(Salary Range: \$69,012.00- \$116,179.20)

Position Overview

The Alabama Administrative Office of Courts (AOC) is currently accepting applications from qualified individuals to fill a vacancy in the class of Programmer Analyst III with the Administrative Office of Courts in Montgomery, Alabama. Applications for this position will be accepted until **June 30, 2026, or until position is filled.**

NOTE: This is a confidential (non-merit) appointment. Confidential employees are exempt from merit system rules and regulations relating to appointment, tenure, and appeal but are entitled to retirement and all other fringe benefits available to merit system employees.

Works in the Information Technology (IT) Division of the Administrative Office of Courts performing mid-level professional programming and analysis. Employees in this class are responsible for analyzing and evaluating existing applications, designing, and developing new or enhanced applications and databases to support end-user needs. Work is performed independently under the general direction of the Applications Manager and involves specialization in a particular area or assignment as a generalist performing in multiple areas supporting complex systems. Overnight travel may be required.

TYPICAL DUTIES

May not include all the duties listed, nor do the examples cover all of the duties which may be performed.)

- Assess current management information systems for ability to meet project requirements.

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- Facilitates the Information Technology Working Group.
- Makes recommendations for necessary enhancements.
- Enacts enhancements approved by Administrative Director and Leadership Group.
- Analyzes table and file structures, relationships and develop system designs.
- Develops programs using C#, MS SQL, DevExpress, ASP.NET and MS Reporting Services.
- Tests programs for accuracy and ease of use.
- Documentation of all programs.
- Configures hardware and software with the system administrator.
- Analyzes the data stored in the databases and makes recommendations relating to performance and efficiency of stored data.
- Database design and data modeling/optimization.
- Programs TSQL stored procedures, triggers, and user defined functions.
- Develop Windows Communication Foundation or Web API services.
- Ability to establish and maintain effective working relationships with court officials, court support employees and associates.
- Knowledge of personal computer hardware and related equipment.
- Ability to develop and debug ASP.NET Web Forms applications.
- Knowledge in the .NET Framework using C#.
- Extensive knowledge of Microsoft SQL Server in a production setting with tables of over 17 million records in size.
- Extensive experience with TSQL, stored procedures.
- Knowledge of a Windows environment and operating systems, Windows Server 2019 or higher.
- Understand the concepts of developing in a source-controlled environment with multiple developers.

Minimum Qualifications

Any combination of training and experience equivalent to: Graduation from an accredited four-year college or university with major course work in computer science, business administration, mathematics, engineering, or closely related field, with a minimum of five years of programming experience using the following languages/tools: C#; SQL; JavaScript; Microsoft Visual Studio; Microsoft Reporting Services.

Valid State of Alabama driver's license is required.

Work Location

Administrative Office of Courts
Montgomery, Alabama

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Benefits

Depending on job type, employees could be offered a competitive benefits package which includes health, dental, and life insurance, paid annual and sick leave, paid holidays, and a retirement program.

I-9

Prior to your employment, you will be required to provide to your employer documentation of your identity and employment eligibility in order to comply with the Immigration Reform and Control Act of 1986.

E-Verify

E-Verify is a web-based system that allows enrolled employers to confirm the eligibility of their employees to work in the United States. E-Verify employers verify the identity and employment eligibility of newly hired employees by electronically matching information given by employees on the Form I-9, Employment Eligibility Verification, against records available to the Social Security Administration (SSA) and the Department of Homeland Security (DHS).

Background Check

Employment may be conditional upon the potential employee passing a background check. Candidates will be asked to provide consent prior to the administration of background checks.

Equal Employment Opportunity

Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline, or any other aspect of personnel administration because of political or religious opinions or affiliations or because of race, national origin, or any other non-merit factors is prohibited. Discrimination on the basis of age, sex, or physical disability is prohibited except where specific age, sex, or physical requirements constitute a bona fide occupational qualification necessary to proper and efficient administration.

Request for Accommodation

Under the Americans with Disabilities Act, it is the responsibility of the applicant with a disability to request accommodation which he/she requires in order to participate in the application or examination process. The AOC Human Resources Division reserves the right to require documentation of the need for accommodation under the ADA. In order to request accommodation in the application or testing process, contact the AOC Human Resources Division.

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Contact Information

It is your responsibility to provide accurate contact information (address, phone, email) so that we can contact you about jobs you are interested in.

How to Apply

Applications for this position will be accepted until June 30, 2026, at 5:00 p.m. Submit materials by email to Recruitment@alacourt.gov using the subject line “Programmer Analyst (10517)” or by mail to: Administrative Office of Courts, Human Resources Division, 300 Dexter Avenue, Montgomery, AL, 36104.

Qualified individuals should complete the Alabama Unified Judicial System’s [Employment Application Form PERS 22 Rev. 10/19](#) which can be found on the website at <https://eforms.alacourt.gov/media/oihblDEM/employment-application.pdf>.

RESUMES WILL NOT BE ACCEPTED AS A SUBSTITUTE FOR A COMPLETED APPLICATION FORM.

PLEASE FORWARD ALL MATERIALS BY EMAIL TO:

Recruitment@alacourt.gov

Please include “Programmer Analyst III” in the Subject Line of the email

OR BY MAIL TO:

ADMINISTRATIVE OFFICE OF COURTS (AOC)
ATTN: HUMAN RESOURCES DIVISION (10517)
300 DEXTER AVENUE
MONTGOMERY, ALABAMA 36104-3741

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