



**NEVADA LEGISLATIVE COUNSEL BUREAU
ADMINISTRATIVE DIVISION
Information Technology Services Unit**

IT MANAGER - SOFTWARE ENGINEERING

Carson City or Las Vegas, Nevada

Salary up to \$158,708 (employee/employer paid retirement plan)

The Information Technology Services (ITS) Unit of the Legislative Counsel Bureau (LCB) is seeking a diverse pool of qualified applicants for the position of IT Manager - Software Engineering within the Administrative Division. The LCB is embarking on a groundbreaking modernization project to enhance its technological infrastructure and is seeking a visionary software engineering professional to lead this modernization effort. The LCB is a nonpartisan, legislative service agency that provides professional, technical, and administrative support to the Nevada Legislature, which convenes biennially in odd-numbered years for 120-day sessions and for rare special sessions during the interim periods. The ITS Unit provides technical support to legislators, legislative staff, and the LCB. This is an unclassified full-time position located in either Carson City or Las Vegas, Nevada.

Position Description: Under the general supervision of the Chief Information Officer, the IT Manager- Software Engineering will lead a team of talented engineers and collaborate closely with stakeholders to identify, prioritize, and implement innovative solutions that streamline the legislative process and enhance public engagement. Responsibilities of the IT Manager- Software Engineering may include, without limitation:

- Leading and mentoring a team of software engineers;
- Developing and executing a comprehensive modernization roadmap for the LCB's software systems in alignment with organizational goals and priorities;
- Collaborating with cross-functional teams to gather requirements, design solutions, and ensure successful delivery of projects;
- Coordinating project timelines, resources and tasks to ensure timely completion;
- Ensuring effective communication among team members, stakeholders, and clients to maintain alignment with organizational goals and priorities and promptly address any issues;
- Monitoring project progress, identifying risks, and implementing strategies to mitigate any identified risks;
- Ensuring project goals are achieved within scope and budget;
- Overseeing the development and maintenance of client-side applications using languages like C#, along with web-programming technologies such as JavaScript and frameworks like jQuery, Bootstrap, and Blazor;

- Driving the adoption of best practices in software development, including code reviews, automated-testing and continuous integration/continuous deployment (CI/CD);
- Ensuring accessibility, security and scalability in all software solutions, including compliance with relevant regulations and standards;
- Staying abreast of emerging technologies and industry trends and evaluating the potential impact and relevance of such technologies and trends to the modernization efforts of the LCB;
- Maintaining a focus on providing exceptional service to internal and external stakeholders;
- Fostering a positive and inclusive work environment, promoting teamwork, professional development and a culture of innovation and creativity; and
- Performing other duties as assigned.

Minimum Qualifications:

The IT Manager - Software Engineering will be selected with special preference given to the candidate's training, experience, and aptitude in the field of software engineering. A qualified candidate must have: (1) a Bachelor's degree in Computer Science, Engineering, or a related field with at least 10 years of proven experience in software engineering; or (2) a Master's degree in Computer Science, Engineering or related field with at least 5 years of proven experience in software engineering; or (3) any equivalent combination of education and experience in software engineering; and (4) at least 3 years of leadership or managerial experience. A Master's degree is preferred.

The ideal candidate will have:

- Proven experience in software engineering with a strong emphasis on client-side programming using languages such as C# and web-programming with JavaScript;
- Proven experience in a leadership or management role, with a track record of successfully leading software development teams;
- A deep understanding of modern software development methodologies, tools, and best practices;
- Experience with web development frameworks like jQuery and familiarity with modern front-end frameworks like React, Angular and Bootstrap;
- Experience in client development frameworks like Microsoft .NET, Blazor, WinForms, and MAUI;
- Strong communication and interpersonal skills, with the ability to effectively collaborate with diverse stakeholders and influence decision-making at all levels of the organization;
- A passion for leveraging technology to drive organizational transformation and improve public services;
- Experience in government or legislative processes, which is preferred but not required;
- Experience with source code repository systems such as Git, Azure DevOps, Mercurial, SVN or CVS;

Salary: The annual salary for this position is based on a Grade 46, which has a salary range of \$104,713 to \$158,708 for the employee/employer-paid retirement option. An employer-paid contribution plan is also available with a reduced salary in lieu of an employee contribution. Actual starting salary will be based on experience.

Benefits: The benefits include the accrual of paid annual leave and sick leave, health insurance, and membership in the state's retirement plan. For additional information on retirement options and benefits, please visit the [Public Employees' Retirement System of Nevada](#). For a description of the current health, dental, and vision benefits, please visit the [Nevada Public Employees' Benefits Program](#). Other optional benefits are also available, including a deferred compensation program.

Working Conditions: The work is performed in a typical office environment, from 8 a.m. to 5 p.m. However, this position may be eligible for a hybrid work arrangement. The successful candidate must be willing to relocate or already reside within a one-hour radius of either Carson City or Las Vegas, Nevada within 90 days of joining the LCB. Significant overtime is required during legislative sessions and certain other periods as necessary to meet the demands of the Legislature, which may include on-call, after-hours, weekend, and holiday work. Occasional travel may be required between Carson City and Las Vegas, Nevada. Such travel may be outside normal business hours.

Application Process: All applicants who meet the minimum qualifications may apply by submitting an [LCB Employment Application](#) cover letter, and current resume via email to LCBHR-Jobs@lcb.state.nv.us or by mail to:

Legislative Counsel Bureau
Attn: Human Resources
401 S. Carson Street
Carson City, NV 89701-4747

Applicants will be subject to a background check and any offer of employment is contingent upon the results of that check.

Applications will be accepted on a rolling basis and the application period will remain open until the position is filled. Applicants are therefore strongly encouraged to submit their application as soon as possible. Hiring may occur at any time during the recruitment process.

The Legislative Counsel Bureau is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion or belief, national origin or ancestry, age, sex, sexual orientation, gender identity or expression, disability, pregnancy, domestic partnership, political affiliation, genetic information, or compensation history, or any other characteristic protected by applicable law. The Legislative Counsel Bureau will not tolerate discrimination or harassment based on any of these characteristics, nor will it tolerate unlawful retaliation. Applicants may contact LCBHR@lcb.state.nv.us to request reasonable accommodations to participate in the hiring process and will not be disqualified from consideration based upon such requests.

(Revised 07/02/2024)