Loudoun County Public Schools

HUMAN RESOURCES AND TALENT DEVELOPMENT
JOB CLASS SPECIFICATION

Certified: 5/5/2026

Lead Application Developer

Pay Scale: B
Level: 15
FLSA Status: Exempt
Job Family: Information Technology
Primary Location: Administration Building

Department Overview
The Department of Digital Innovation (DDI) contributes to the infusion of digital innovation into teaching and learning, as well as the operations of LCPS, by providing leadership and support in all areas of digital innovation planning and technology resource management. DDI is committed to building a transparent open organizational environment providing students, teachers, parents, administrators, and the community with highly functional technology that is easy to use, reliable, and cost-effective to support a consistently superior level of instruction and student achievement. The Department includes the following teams: Enterprise Solutions, Digital Experience, Enterprise Resource Planning, IT Security, Infrastructure & Engineering, and IT Project Management.

Job Overview
The Lead Application Developer is responsible for providing technical leadership and support for the daily work of the Digital Solutions team. This position provides mentoring and support to team members, as well as subject matter expertise to ensure solution delivery. This position ensures efficient resource utilization, task prioritization, and issue escalation to achieve LCPS technology goals. This position is responsible for architecting solutions, troubleshooting complex issues, driving the delivery of high-quality applications, and addressing high-impact issues.

Roles and Responsibilities
The following information is intended to describe the overall nature and scope of the work being performed. This is not a comprehensive listing of all responsibilities or tasks; work may differ and other work may be assigned when deemed appropriate.

- Facilitates daily scrum, sprint planning, and retrospectives to promote team collaboration
- Translates business requirements to develop viable and scalable applications
- Designs, develops, and tests applications using best practices and coding standards
- Serves as low-code (Outsystems) subject matter expert and mentors web development team members
- Supports several key projects integral to LCPS operations, including development in both low-code and high-code systems
- Handles issue escalations, addresses complaints and defuses customer issues to resolve any problems that may arise
- Works closely with and advises outside consultants performing services for LCPS
- Remains current with emerging technologies and methodologies and suggests adoption when appropriate
- Conducts peer code reviews to ensure adherence to best practices in coding standards
- Develops and maintains documentation and standards for the team, including system architecture, code and application functionality, and design specifications

Qualifications
Below are the minimum qualifications for this job. Equivalent combinations of education and experience are also acceptable.

Education
Bachelor's Degree

Experience
Experience with digital transformation, low-code platforms, project management, leading teams, and customer service
Experience with system implementations, software development lifecycle, and Agile Development methodology
Experience with integrating and utilizing Artificial Intelligence (AI) in everyday work as well as in application development

Licenses and Certifications
Scrum certification

Knowledge, Skills, and Abilities

- Extensive knowledge and expertise in Outsystems or other low-code platform(s)
- Proven experience with programming languages and environments, including Visual Studio, C#, VB, JavaScript, HTML, CSS, and SQL databases
- Demonstrated leadership skills
- Possess an overall knowledge of technology standards, hardware, networks, software, databases, and APIs
- Familiarity with cloud platforms such as AWS
- Possesses communication and project management skills necessary for working effectively with internal and external contacts
- Technical documentation skills
- Solid analytical and critical thinking skills, with the ability to troubleshoot complex issues
- Self-motivated and directed, with keen attention to detail
- Able to prioritize and execute tasks in a high-pressure environment
- Excellent interpersonal, written, and oral communication skills

Physical Requirements
The following provides a brief description of the physical requirements for this job:

While performing the duties of this job, the employee is regularly talking, expressing, or exchanging ideas by means of the spoken word. The employee must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly. The employee must possess normal cognitive abilities**,** including the ability to learn, recall**,** and apply certain practices and policies. Frequently sitting and/or remaining in a stationary position for long periods of time. Exerting up to 25 pounds of force occasionally and/or **a** negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects.

Equal Opportunity Employment
The Loudoun County School Board seeks to cultivate a high-performing team of professionals focused on its mission and goals. The School Board values merit and excellence within its workforce and encourages the highest levels of professionalism for all its employees.

The School Board also recognizes and values the diversity of the students and broader community it serves and encourages diversity within its workforce.

The Loudoun County School Board is an Equal Opportunity Employer. The School Board does not discriminate against qualified

applicants or employees on the basis of actual or perceived race, national origin, ancestry, color, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, age, religion, disability, genetic information, veteran status or any basis protected by law.

ADA Accommodations Disclosure
Under the Americans with Disabilities Act (ADA), Loudoun County Public Schools is required to provide reasonable accommodations to qualified employees with disabilities unless doing so would pose an undue hardship. Qualified employees are those who hold the necessary education, skills, and experience for the job; and who can perform its essential responsibilities, with or without accommodation.

Remote Work Disclosure
The following guidelines apply to jobs and positions where employees have been identified as having the potential to work remotely. Remote work is defined as completing one's duties and responsibilities at a site other than one's assigned duty location. In order to be eligible for remote work privileges, an employee must have demonstrated consistent, positive performance and have the support and approval of their direct supervisor. In addition, these employees must have reliable high-speed internet and a designated workspace that allows them privacy while completing sensitive and confidential work. Employees who are non-exempt and are working remotely will work their regular scheduled hours and gain prior approval from their supervisor if they work more than 8 hours a day or more than 40 hours in a workweek. Remote work privileges can be amended, changed, or revoked based **on** the performance of the employee, as well as the needs of Loudoun County Public Schools.