

Job Title: Database Administrator IV

To apply for any posted position with the Texas Commission on Law Enforcement, please register or log in at <https://capps.taleo.net/careersection/407/jobsearch.ftl> Resumes are not accepted in lieu of State of Texas application

Our Mission

The mission of the Texas Commission on Law Enforcement, as a regulatory State agency, is to establish and enforce standards to ensure that the people of Texas are served by highly trained and ethical law enforcement, corrections, and telecommunications personnel.

Our IT Department

TCOLE IT Division is tasked with developing and managing the software tools for law enforcement in Texas to have the best training and track mandatory compliance for peace officers and jailers. The TCOLE IT Division has the security of an established agency with the flexibility of a small startup in implementation and design.

Who We're Looking For

The Texas Commission on Law Enforcement (TCOLE) is seeking a Database Administrator to join the IT Division located at 6330 E HWY 290, Suite 200, Austin, TX.

The Database Administrator IV performs advanced (senior level) database administration work involving developing, maintaining, and monitoring integrated database systems; implementing database procedures; and maintaining data integrity under minimal supervision.

Salary is dependent on qualifications and experience. The salary range is \$84,182 - \$113,278. This Job Class for this position is 0214 and salary group is B27.

General Description:

The Database Administrator IV performs advanced (senior level) database administration work involving developing, maintaining, and monitoring integrated database systems; implementing database procedures; and maintaining data integrity under minimal supervision.

Examples of Work Performed:

Performs database installation, configuration, migrations, upgrades, security patches, and support integration with other ETL/ Analytic tools.

Performs analysis on database and storage capabilities and gives recommendations for storage solutions and expansions based on research, including cost analysis.

Performs user provisioning and access management based on the Principle of Least Privilege - monitors the health of the databases, logging, and auditing to ensure compliance with organizational policies and standards.

Participates in agile data engineering development and supports database design and implementation based on data pipeline requirements.

Develops, maintains and extends the business intelligence data warehouse for reporting on new data objects.

Provides service and vendor reviews and evaluations.

Configures SQL Server monitoring utilities for SQL server management of development and production environments.

Coordinates with contractor DBAs to plan and implement backups and manage size upgrades.

Other duties as assigned.

Qualifications:

Required Education and Experience:

- Bachelor's Degree from accredited university in Computer Science, Management Information Systems (MIS), or a related field.
- At least five (5) years of experience as a Database Administrator or similar role.
- Experience or education may be substituted for one another on a year-for-year basis.

Required Skills, Knowledge, and Abilities:

- Ability to maintain the highest standards of security and safeguard critical infrastructure. This includes adhering to strict background checks, reporting any suspicious activities, and participating in security training and drills as required.
- Knowledge of the principles, practices, and techniques of computer databases, programming, and systems design; computer operations, systems, and procedures; project control and cost estimating techniques; computer database application

systems; computer programming languages; data processing flowcharting techniques; database structures and theories; current database technologies; and data analysis, evaluation, and testing techniques. Operational knowledge of various painting equipment pertaining to street/parking lot striping.

- Skill in complex problem solving and critical thinking, and in the use of a computer and applicable software.

Preferred Skills, Knowledge, and Abilities:

- At least two (2) years of experience working with relational databases e.g. Microsoft SQL Server
- Understanding of T-SQL, ETL, and PowerShell
- Advanced understanding of optimization, indexes, creating views for quick retrieval of data
- Knowledge of integrating with BI reporting tools and creating data warehouses like Tableau, Power BI, MicroStrategy
- Experience in creating solutions from business needs and providing recommendations
- Experience with cloud database solutions (e.g., AWS RDS, Azure SQL Database, Google Cloud SQL)
- Working knowledge of Semi-structured data formats such as XML and JSON

Physical Requirements:

- Ability to sit at a desk and work on a computer for extended periods throughout the day.
- Minimal physical exertion beyond basic office tasks.
- Constantly operate a computer and other office productivity machinery, such as a calculator, copy machine, and computer printer.
- Adequate hand-eye coordination for typing and computer use.
- Basic mobility for occasional walking within the office.
- The ability to lift up to 20-30 pounds.

Why work at TCOLE?

Working for the Texas Commission on Law Enforcement (TCOLE) empowers you to make an impact on public safety while engaging in continuous learning within a supportive environment. You'll play a crucial role in upholding high law enforcement standards, collaborating with local agencies, and enhancing the well-being of Texans. As a Texas State employee, you will have access to our comprehensive benefit programs including:

- Comprehensive health, dental, and vision insurance plans with several types of coverage to State employees and their eligible family members
- 12 - 16 days of annual paid holidays
- At least eight hours of paid vacation and up to eight hours of paid sick leave each month for Full-Time employees
- Retirement options with the State of Texas Retirement that provide flexibility and security
- Health and Wellness programs including wellness leave, fitness and weight management programs, and personalized wellness tools
- TCOLE is a qualifying organization for the Public Service Loan Forgiveness Program
- The Discount Purchase Program provides access to an online marketplace offering discount on a wide range of products and services All positions with TCOLE are security sensitive.

Applicants are subject to an in-depth background investigation including criminal history, employment history and references, military, education, and personal references. Employment is contingent upon the verification of credentials and/or other information required.

Equal Opportunity Employer – TCOLE is an Equal Opportunity Employer. All qualified applicants receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

ADA - In compliance with the Americans with Disabilities Act (ADA), TCOLE will provide reasonable accommodation during the hiring and selection process for qualified individuals with a disability. If you need assistance completing the online application, contact the Human Resources Department at 512-936-0831. If you are contacted for an interview and need accommodation to participate in the interview process, please notify the person scheduling the interview.

Military Occupational Specialty Codes – Military Specialty Codes can be found at: https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_InformationTechnology.pdf

Veterans Preference – Veterans, surviving spouses, and orphans of veterans may qualify for preference under Texas Government Code Chapter 657. Applicants who wish to claim Veterans preference must provide official documentation at the time of application to verify eligibility.

Benefits – For new hires and rehires, health insurance is available the 1st of the following month after a 60-day waiting period. More information about benefits is available at <https://ers.texas.gov/benefits-at-a-glance>