HILLSBOROUGH COUNTY SHERIFF'S OFFICE
CHAD CHRONISTER, SHERIFF

Criminal Justice Systems Developer

Job Code: U8758
Pay Grade: UJ
Pay Scale: $99,903.24-$149,854.86 Annually
Exempt: Yes

OVERVIEW

Develop and maintain secure applications and data integrations supporting criminal justice systems operations.

DUTIES & RESPONSIBILITIES

Duties may vary based on assignment.

- Monitor, prioritize, and resolve service requests and tickets assigned via the internal ticketing system.
- Communicate with stakeholders and end users to gather and clarify requirements.
- Write and optimize Structured Query Language (SQL) queries, views, and stored procedures to support application functionality and performance.
- Design, develop, and maintain Criminal Justice Information System (CJIS) applications using secure coding standards.
- Ensure assigned applications comply with CJIS and data privacy requirements when handling sensitive information.
- Develop and maintain secure, scalable applications and Application Programming Interfaces (APIs) to support data exchange and internal workflows.
- Build and enhance Python scripts and console applications for scheduled data processing, automation, reporting, and integration tasks.
- Utilize Pandas, NumPy, and other popular Python libraries for data analysis, transformation, and reporting.
- Collaborate with cross-functional teams to support data and application needs across the agency.
- Participate in code reviews, testing, and deployment activities in a collaborative team environment.
- Contribute to process automation, system optimization, and data-driven decision support across the agency using various Python tools and frameworks.
- Perform other related duties as required.

KNOWLEDGE & ABILITIES

- Considerable knowledge of Pandas, NumPy, and other data analysis or scientific computing libraries.
- Considerable knowledge of one or more major web frameworks such as Django, Flask, or FastAPI.
- Working knowledge of relational databases, including PostgreSQL and SQL Server.
- Knowledge of data serialization formats (JSON, XML, CSV, Parquet) and API integration.
- Knowledge of secure coding practices, data encryption, and CJIS compliance standards.
- Ability to show proficiency in Python, including object-oriented and functional programming concepts.

- Ability to show proficiency with Git and collaborative development platforms such as GitHub, GitLab, or Azure DevOps.
- Ability to write and optimize SQL queries, stored procedures, and use ORMs (e.g., Django ORM or SQLAlchemy).
- Ability to prioritize and manage multiple tasks in a fast-paced environment.
- Ability to explain technical issues clearly and professionally.

SKILLS

- Verbal Communications
- GitLab
- Data Encryption
- Written Communication
- Python (Programming Language)
- Flask (Web Framework)
- Structured Query Language (SQL)
- GitHub
- Application Programming Interface (API)

WORKING CONDITIONS

- Work within an office environment within a law enforcement agency.
- Stand/sit at a keyboard or workstation for prolonged periods.
- May engage in light physical exertion (e.g., lifting, carrying, pushing and/or pulling of objects and materials up to 10 pounds).
- Work standard business hours.
- May work non-standard hours including nights, weekends, and holidays.
- In the event of an emergency or disaster, may be required to respond promptly to duties and responsibilities as assigned by management chain, Division/District Commander, or the Sheriff (or their designee). Such assignments may be for before, during or after the emergency/disaster.

MINIMUM EDUCATION & EXPERIENCE

- A high school diploma or possession of a GED certificate.
- Six years of paid experience in Python software development or systems integration, including data analysis and database technologies, developing and maintaining CJIS-compliant applications, building secure and scalable applications and APIs, creating or enhancing Python-based applications and scripts, and writing or optimizing SQL queries and stored procedures.

OR

- An associate degree from an accredited institution of higher education in computer science, information technology, software development, or a closely related field.
- Four years of paid experience in Python software development or systems integration, including data analysis and database technologies, developing and maintaining CJIS-compliant applications, building secure and scalable applications and APIs, creating or enhancing Python-based applications and scripts, and writing or optimizing SQL queries and stored procedures.

OR

- A bachelor’s degree from an accredited institution of higher education in computer science, information technology, software development, or a closely related field.
- Two years of paid experience in Python software development or systems integration, including data analysis and database technologies, developing and maintaining CJIS-compliant applications, building secure and scalable applications and APIs, creating or enhancing Python-based applications and scripts, and writing or optimizing SQL queries and stored procedures.

OR

- Three years of experience in a technical position within the Hillsborough County Sheriff's Office Information Services Division involving software development, systems integration, data reporting, or database management aligned with the duties outlined in this job description.

ADDITIONAL JOB REQUIREMENTS

- Attendance at the specified Sheriff's Office work location is required.
- Depending on assignment, employees may be required to possess a valid Florida Driver License at time of employment. Driving history will be thoroughly reviewed and may be grounds for disqualification.
- No visible tattoos on face, head, and neck. Tattoos determined to take away from the professional appearance of the Sheriff's Office must be covered with an appropriate white, black, or neutral covering.
- No illegal drug sale within lifetime.
- No illegal drug use within the past 36 months. No marijuana use within the last 12 months.
- No felony convictions within lifetime.
- No misdemeanor convictions involving perjury, false statement, or domestic violence within lifetime.
- No dishonorable discharge from any branch of the United States Armed Forces, the United States Coast Guard, National Guard, or Reserve Forces.
- Successful completion of a background investigation including criminal, reference, employment, and neighborhood checks; polygraph; medical evaluation; and drug screening.
- Live within Hillsborough County or within Citrus, Hardee, Hernando, Lake, Manatee, Pasco, Pinellas, Polk, Sarasota, or Sumter County as long as the residence is located within the 60-mile parameter of Falkenburg Road Jail at the time of appointment/employment (certified only).

The duties and responsibilities on this job description represent the essential functions that an employee must be able to satisfactorily perform with or without reasonable accommodations. Reasonable accommodations shall be made upon request to enable employees with disabilities to perform the essential functions of their job, absent undue agency hardship. The Sheriff's Office retains the right to change or assign other duties to this job as necessary.

PREFERRED QUALIFICATIONS

- Familiarity with ticketing and IT service management systems (e.g., Freshservice, Jira).
- Experience working with data-centric or security-sensitive applications in public sector or regulated environments.
- Knowledge of CJIS compliance and data security best practices.
- Experience writing technical documentation and user guides for internal applications.
- 3+ years of professional experience developing with Python in a production environment.
- Experience with Django REST Framework, FastAPI, or Flask for API development.
- Experience using Pandas, NumPy, Matplotlib, or Plotly for data analytics and visualization.
- Familiarity with containerization (Docker), CI/CD pipelines, and cloud platforms such as AWS, Azure, or GCP.
- Experience using Docker or other containerization tools for development and deployment is a plus.