C A R E E R   O P P O R T U N I T Y

IT MANAGER I, APPLICATION DEVELOPMENT

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION (LACERA)

PASADENA, CALIFORNIA

ANNUAL SALARY:
$133,920.96–$202,699.68 DOE/DOQ

75% Remote, 25% On-Site Position
Must live within a 4-hour drive from Pasadena.

LACERA

THE LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION (LACERA) is seeking an accomplished Java development leader to serve as IT Manager I—Application Development,** and play a pivotal role in advancing enterprise application solutions that directly support member experience, operational efficiency, and long-term organizational goals. Reporting to the IT Manager II—Business Solutions, this position will oversee the Application Development Unit and supervises a team of approximately 11 development professionals plus contractors and interns. This dynamic leader will deliver development solutions driving the evolution of LACERA's Java-based, cloud-hosted Pension Administration System, while managing a flexible portfolio of initiatives, including system integrations, expanded self-service capabilities, and future employer and mobile platforms. This role combines hands-on technical leadership with strategic oversight, requiring a manager who can bring discipline to development processes, leverage data and KPIs for actionable insights, and lead a high-performing team through a period of significant application modernization and innovation in a highly regulated public-sector environment. *Drive innovation and deliver mission-critical development solutions for one of the country's largest and most sophisticated retirement systems—apply today!*

the COMMUNITY

LOS ANGELES, CALIFORNIA, OFFERS A DYNAMIC AND DIVERSE ENVIRONMENT in which to live, work, and explore. Its robust economy attracts professionals across thriving industries such as entertainment, technology, and fashion. The region's Mediterranean climate—marked by year-round sunshine and mild winters—enhances its appeal, while its iconic beaches, cultural landmarks, and renowned attractions, including the Hollywood Sign and Griffith Observatory, provide endless recreational and cultural opportunities.

LACERA's office is located in Pasadena, California, a culturally diverse city of more than 136,000 residents in the foothills of the San Gabriel Mountains, just 15 miles north of downtown Los Angeles. The region offers world-class cultural amenities, a strong professional environment, and a dynamic setting for leaders committed to public service and organizational excellence. Pasadena blends historic charm with modern innovation and provides convenient access via the Metro. It is also home to major destinations including the Rose Bowl Stadium, Tournament of Roses Parade, and the Pasadena Convention Center.

the ORGANIZATION

AS ONE OF THE LARGEST and most sophisticated county retirement systems in the nation, LACERA operates in a highly regulated, fiduciary-driven environment that requires disciplined decision-making, operational rigor, and continuous improvement. LACERA administers and manages the $90+ billion retirement fund for the County of Los Angeles. The organization provides retirement, disability, and death benefits to eligible County employees and their beneficiaries, and collects, deposits, invests, and manages retirement funds collected from the County, outside districts, and County employees. LACERA is the largest county retirement association in the United States with over 200,000 members. It employs 545 staff across 15 specialized divisions and operates with an administrative budget of approximately $146 million.

LACERA's mission is to produce, protect, and provide promised benefits to our members. We work together toward achieving our Mission through our shared Values:

- **Integrity**
- **Inclusivity**
- **Innovation**
- **Accountability**
- **Collaboration**
- **Transparency**

As a member-focused government agency, we abide by our core values to ensure the public's trust, operate efficiently and cost effectively, and provide our members their promised benefits.

LACERA's membership is comprised of individuals from a diverse range of careers, age groups, and ethnicities—all contributing to the greater welfare of Los Angeles County.

**LEARN MORE AND READ OUR MISSION, VISION, AND VALUES**

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the DIVISION/ SECTION

THE SYSTEMS DIVISION PROVIDES technology products and services for all LACERA divisions, from base infrastructure to end-user applications, with a budget of $27 million and 62 budgeted positions. Overseen by the Chief, Information Technology (CIT), staff members work across three sections: Business Solutions, the Project Management Office, and Infrastructure. Over the past year, this Division has completed many exciting projects, including:

- Pension Administration System Case Management Solution
- HR Learning Management System (LMS)
- Travel and Expense Management System
- Expanded Self-service Features on Members' Portal

This position is part of the Business Solutions Section, which is comprised of 31 budgeted positions and supports LACERA'S software solutions. The IT Manager I—Application Development will be responsible for overseeing the Application Development Unit, which consists of a total of 12 budgeted positions.
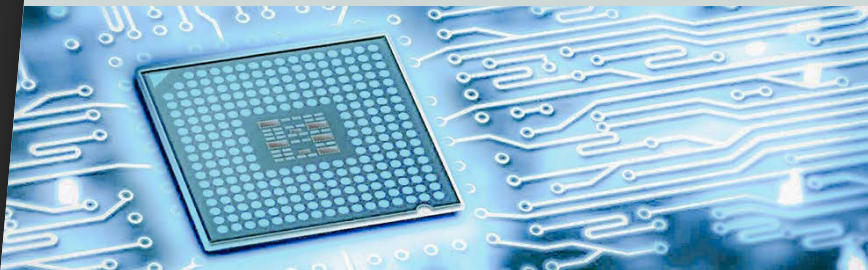
the
POSITION

THE IT MANAGER I—APPLICATION DEVELOPMENT plays a critical leadership role within LACERA's Business Solutions Section, overseeing the design, development, and ongoing enhancement of enterprise applications that directly support the organization's mission and member experience, centering on the Java-based, cloud-hosted Pension Administration System. Reporting to the IT Manager II—Business Solutions, this role is responsible for leading the Application Development team of approximately 11 application development professionals plus additional contractors and interns, while maintaining a strong hands-on technical presence. The IT Manager I—Application Development will guide the integration of new technologies, including case management and call center solutions, while advancing future-facing initiatives such as expanded self-service functionality, an employer portal, and an eventual mobile application. In addition to technical leadership, the role is accountable for prioritizing and delivering strategic Business Solutions initiatives, strengthening performance tracking and reporting, and ensuring application solutions are scalable, secure, and aligned with organizational goals in a highly regulated public-sector environment. This role is highly service-oriented, providing responsive and nuanced development solutions that improve user experience and anticipate future needs.

UPCOMING INITIATIVE

ENHANCE CUSTOMER EXPERIENCE

Improve the usability and performance of digital platforms to deliver a more efficient and user-friendly customer experience, including expanded self-service and eventually a mobile application.

the IDEAL CANDIDATE

The ideal candidate is a technically strong, forward-thinking leader who combines deep application development expertise with the ability to guide teams and initiatives in a complex enterprise environment. Specifically, the successful candidate will be or possess:

- Extensive, hands-on experience in enterprise Java-based application development within mission-critical systems

- A strong technical foundation with the ability to remain engaged in architecture, design, and problem-solving while leading others

- Experience supporting and enhancing enterprise application platforms in cloud-hosted environments; experience in mainframe development is also a plus but not essential

- The ability to manage and prioritize multiple application development initiatives and incoming business requests

- Take a flexible and creative approach to their work, listening to the input of other team members and seeking innovative solutions when challenges arise

- Confident and effective people manager who can lead, mentor, and support technical staff

- Experience integrating systems such as case management, call center, or customer-facing platforms

- An analytical mindset with experience using metrics, KPIs, and reporting to drive performance and continuous improvement

- Excellent communicator, with the ability to break down complex technological concepts in a simplified and engaging way

- An understanding of governance, security, and reliability requirements within a regulated or public-sector organization

- Motivated by and aligned with LACERA's mission and values

The Ideal Candidate may also have some or all of the below:

DESIRED CERTIFICATIONS

Java Certifications: Oracle Certified Professional (OCP); Oracle Certified Master (OCM); Java Enterprise Architect; Azure Cloud Certifications; or other Java certifications are valued

DESIRED PROGRAMS & KNOWLEDGE

Relational Data Management Systems: DB2, VSAM, RDBMS, MS SQL

Programming Languages and Tools: Java, JavaScript, Java Beans, Java Servlets, CSS, COBOL, PL/I, Assembler, PowerShell, Python, C#, Rust, experience writing and documenting unit tests

Operating Systems: z/OS, Microsoft, Lynx, Linux on Z systems, z/VM

Security Tools: Public Key Infrastructure (PKI), OWASP guidelines

Java Design: Experience designing and coding high-performance, event-based, real-time, scalable, reusable, enterprise Java applications

Java Tools and Frameworks: SOAP, RESTful, Spring, Spring Boot, JIRA bug tracking; knowledge of OOPS concepts

MINIMUM QUALIFICATIONS

Selection Requirements (Specialty):

Candidates may meet selection requirements under either of the following circumstances:

Option A: A Bachelor's Degree from an accredited college in Computer Science, Information Systems, or a closely related field, and four (4) years of progressively responsible, full-time, paid experience in a centralized Information Technology organization* performing application development; one (1) year must have been in a supervisory capacity.

Option B: Two (2) years of experience performing application development at the level of **Information Technology Specialist I, LACERA****.

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Special Requirement Information: *Centralized IT organization is defined as that which is responsible, under the direction or guidance of a Chief Information Officer or Chief Technology Officer, for providing comprehensive IT services including analysis, design, acquisition, and/or development, implementation, maintenance, or support of information systems; and in which the work performed is in direct relationship to the IT requirements and initiatives of the overall company or major organization unit.

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Experience at the level of **Information Technology Specialist I, LACERA, must include acting as a consultant, technical expert, systems architect, or project manager utilizing an extensive knowledge in a specialized field of information technology and application of advanced methodologies, principles and concepts to coordinate major projects, analyze new or existing system issues, evaluate and recommend new projects and technologies and identify and resolve complex problems

Degree Accreditation Information: Degrees from United States accredited institutions and degrees that have been evaluated and deemed to be equivalent to degrees from United States accredited institutions by an academic credential evaluation agency recognized by The National Association of Credential Evaluation Services or the Association of International Credential Evaluators, Inc. are accepted.

Other Requirements:

- Applicants must be able to perform the essential functions of this classification, with or without a reasonable accommodation.

- **Emergency Availability:** This position is involved in critical business continuity operations and must be available outside of regular working hours, as needed.

SALARY & BENEFITS

This position will receive an annual salary of **$133,920.96–$202,699.68 DOE/DOQ**, plus a generous benefits package that includes:

MegaFlex Benefit Plan: Benefits may be purchased using a tax-free monthly benefits allowance of 14.5%–17% of the Staff Member's monthly salary. If the monthly cost of the benefits selected is less than the monthly allowance, the Staff Member receives the difference as additional taxable pay.

- Medical, Dental, Disability, Life and AD&D Insurance, Annual leave, and Health and Dependent Care Spending Accounts are available in MegaFlex.

Defined Benefit Retirement Plans: To learn more about these plans, contact us at (800) 786-6464.

Savings Plan (401k): Optional tax-deferred income plan that includes a County match up to 4% of employee's salary.

Deferred Compensation Plan (457): Optional tax-deferred income plan that includes a County match of up to 4% of employee's salary.

Holidays: 13 days per year.

Leave Time: Instead of traditional sick and vacation leave, employees earn 10 days of annual leave per year and may buy up to 20 additional days of annual leave.

Bereavement Leave

Flexible Spending Accounts: Employees may contribute up to $400 per month tax-free, to Health Care and Dependent Care Spending Accounts. The County contributes $75 per month to the Dependent Care Spending Account.

Rideshare Benefits: Monthly transit subsidy, pass purchase program, monthly vanpool subsidy, commuter choice subsidy.

Tuition Reimbursement: Subject to availability of funds.

Work Schedule: "5/40" work schedule with a requirement to be on-site 25% of time. Must live within a 4-hour drive from Pasadena.

HOW TO APPLY

Online Application: LACERA offers a simple and convenient online application (application process should only take 15 minutes). For first consideration, please apply online by **MARCH 9 at 5:00 PM** and attach your resume (required) and cover letter (desired).

APPLY HERE

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Only the highest qualified applicants will be invited to continue to Part II of the Exam Process, the Appraisal (Oral) Interview, which is scored and **weighted 100%.** The interview will assess the applicant's knowledge, experience, and general ability to perform the essential functions of the position.

SAVE THE DATES. Those candidates which are determined eligible for hire under the Los Angeles County's Civil Service Rules may be invited to the selection process. Round one selection interviews will be held virtually and take place on **APRIL 15**. Finalists will move forward to round two in-person interviews that take place on **APRIL 24**. *Candidates invited to interview will need to be available for both days.*

QUESTIONS? Please contact your recruiter, Lauren Gerson-Greene, with any questions: **lauren@wbcpinc.com**
866.929.WBCP (9227) toll-free
541.664.0376 direct

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