

NAVAJO TRIBAL UTILITY AUTHORITY  
AN ENTERPRISE OF THE NAVAJO NATION

JOB ANNOUNCEMENT

**ANNOUNCEMENT NO:** HQ-90A-11-984  
**TITLE:** ABAP PROGRAMMER  
**SALARY:** Based on Experience and Qualifications  
w/ excellent benefits  
**LOCATION:** Information Technology Division – Fort Defiance, Arizona  
**OPENING DATE:** December 21, 2011  
**CLOSING DATE:** OUF



**MINIMUM QUALIFICATIONS REQUIRED:**

- Bachelor's Degree in Information Technology, Engineering Computer Science, MIS or equivalent
- 2-3 years experience as an application programmer in the ABAP language preferred
- Knowledge of and skills in ABAP programming
- Experience in comprehensive computerized systems
- Experience with one or more SAP Modules
- SAP Certification desirable
- Candidate must have strong work ethics, displaying self-discipline and proving ability to multi-task under pressure. Must be punctual, well-organized, and exercise sound judgment in area of responsibility.
- Requires a Valid Driver's License (subject to motor vehicle record review)

**JOB RESPONSIBILITIES AND PERFORMANCE OBJECTIVES:**

- Develop, design, support and maintain program to enhance the organization's SAP modules and interfaces using the SAP development tools (ABAP, SAP Script, Idocs, BAPI, RFC, BDC, LSMW, EDI, or XML) May also include writing system code.
- Collaborate with the business application development team and Business Process users from different department to develop programs meeting specifications for system enhancements for continuous functional improvement.
- Analyze functional specifications, write, modify and test ABAP code for complex solutions for Reports, Interfaces, Conversion, Enhancements and forms.
- Implements applications and provides training for its use.
- Excellent analytical mind to question program enhancements than may not be necessary with workarounds from SAP systems. Ensures enhancements use all current SAP functionality.
- Work in a team environment to complete projects and ensure those tasks are completed to the technical/ functional documentation. Work may include multiple projects and/or requests simultaneously while meeting tight deadlines.
- Provide end user support during enhancements, upgrade and implementations.
- Support and maintain existing systems and troubleshoot software problems as necessary.
- Oversees development of documentation of new program development or programs changes in SAP applications systems. Follows all techniques to document program changes within programs.
- Assists in the development of Business Process Procedures (BPP's), Test plans and test scripts to assure expected performance quality level meets standards in development effort.
- Recommends improvements of departments procedures.
- Comprehend and comply with IT policies and processes. Ensures compliance with all change management procedures.
- Performs other duties as assigned or requested.

**TO APPLY:** The following documents must be entirely completed to be considered for employment:

- ✓ NTUA Employment Application
- ✓ Authorization for Release of Information form
- ✓ Certificate of Completion

Submit documents to Human Resources, PO Box 170, Fort Defiance, AZ 86504. The completed NTUA Employment Application, Authorization for Release Form and College Transcripts must be received by NTUA. For inquiries, call (928) 729-6252 or to apply online, please visit our website @ [www.ntua.com](http://www.ntua.com).

\* The selected candidate must successfully complete a pre-employment drug test, background check and physical examination.

**NTUA'S Mission: "To provide Safe & Reliable services to our customers that exceeds their expectations."**

**Navajo Preference**

NTUA reserves the right to determine whether an applicant possesses "necessary qualifications" as defined under the Navajo Preference in Employment Act.