



Position

Title: Software and Implementation Associate – Entry Level

Division: Statewide Tax Administration and Technology Solutions (STATS)

Reports to: Associate Development Manager, STATS Future Utah

Location: Hybrid with office in Murray, UT

Job Type: Full-Time, Exempt

Travel Requirement: In-state travel as needed to support counties.

Starting Salary: \$55,000

Who We Are

The Statewide Tax Administration and Technology Solutions (STATS) program is a division of the Utah Association of Counties (UAC) that provides tax administration products and services to stakeholders throughout the State of Utah. Stakeholders vary in range from all levels of local/state government to business and economic development organizations. The work performed by STATS has impacts on the daily lives of Utah's citizens by providing meaningful software, services, and information to our stakeholders. We evolve to meet the ever-changing needs of the State of Utah.

This job is part of the STATS Future Utah program, which supports UAC's goal of developing the next generation of technology solution developers for the state of Utah.

Job Overview

The future of systems development is changing faster than ever before. We believe the professionals who develop tomorrow's systems will need a different complement of skills than today's engineers. We believe the most successful solution developers will be like General Contractors who can use a diverse set of tools leveraged by AI. They will be business problem solvers who learn the problem in detail, define tight specifications, and use appropriate tools for the best solution. They will learn to write quality code and how to know quality code when they see it. They will be able to define, complete and implement entire solutions.

They will be Solution Engineers.

As a Solution Engineer Associate in the STATS Future Utah Program rotate, you will rotate through roles in various aspects of STATS products as they go through the product development lifecycle, from product management through development, implementation, support, and operations. You will work on different teams learning new skills and improving existing ones.

As a Solutions Engineer Associate, about one third of each month will be dedicated to training. The training will be a combination of online courses and hands-on experience. You will be mentored by UAC STATS employees and other Future Utah Program participants. As you progress, you will add your insights to the training program, helping new Future Utah associates. You will also use AI to improve the program.

Program Duration

After approximately 18 months in the program, you will be eligible for open positions in UAC with compensation commensurate with your capabilities.

Key Responsibilities

Your work assignments will be related to your core capabilities and interests, and will include several of the following:

- **Application Development:** Assist in writing front end or back-end code using C#, Azure, React, T-SQL and other tools. Write and perform software tests.
- **Business Analysis:** Assist in defining software requirements and user stories.
- **Application Report Development:** Write and modify application reports using SSRS, Power BI and other tools.
- **User Support:** Learn STATS applications and how users use them. Help customers use STATS software to accomplish their jobs.
- **User Training:** Create user training material and conduct user training.
- **Conversion Data Analysis:** Analyze legacy data to identify critical characteristics and mapping requirements. Support the mapping of legacy data structures to our modern platform, identifying key valuation characteristics.
- **Development for Conversions:** Assist in writing and testing SQL scripts (T-SQL/PL-SQL) to facilitate data migrations.
- **Conversion Quality Assurance:** Execute data reconciliation procedures to ensure 100% accuracy and compliance with Utah statutory deadlines.
- **Conversion Validation:** Perform and report validation results and exceptions.
- **Conversion Documentation:** Maintain clear documentation of ETL workflows and conversion processes.

Training Overview

About one-third of your time will be assigned to training related to your work assignments. Current training subjects include:

- **C# Programming & .NET**
- **Microsoft Azure**
- **Azure DevOps**
- **React and ExtJS (Front-End Development)**
- **T-SQL & SQL Server**
- **ETL & Data Migration**
- **GIS (Geographic Information Systems)**
- **SQL Server Reporting Services (SSRS)**
- **Power BI**

- **Business Analysis & Requirements Gathering**
- **Software Testing**
- **Technical Communication & User Training**
- **Microsoft SharePoint**
- **Technical Support for Web-Based Applications**
- **Microsoft Office Suite**
- **Effective Use of AI**

Minimum Qualifications

The successful applicant will possess the following:

- **Academic Background:** Bachelor's degree in Computer Science, Information Systems, Data Analytics, or a related technical field.
- **Business Mindset:** Ability to understand business processes, records, and results.
- **Problem Solving Mindset:** Strong attention to understanding problems, defining clear plans and expectations, and following through on time and budget.
- **Communication:** Ability to explain technical concepts to non-technical stakeholders, such as County Assessors or Treasurers.
- **Flexibility:** Ability to work in different fields and contribute to progress.
- **Positive Mindset:** Ability to work well with others and create a positive work environment.
- **Collaborative Problem Solver:** Coordinate with team members and county stakeholders to troubleshoot and resolve data mapping hurdles.

How to Apply

To be considered for this position, please email your resume and cover letter in confidence to: opportunities@utahcountiessoftware.org Include in the subject line: **Future Utah Program: Solution Engineer Associate – (Insert Your Name)**

Deadline to apply: Open until filled, initial review of resumes will begin May 11, 2026.

Pay: \$55,000.00 per year

Benefits:

- Dental insurance
- Health insurance
- Health savings account
- Life insurance
- Paid time off
- Retirement plan

Work Location: Onsite in Murray UT 84107