

VACANCY ANNOUNCEMENT 2026-03

United States Bankruptcy Court
Eastern District of North Carolina

Position: Programmer

POSTING DATE: January 14, 2026

CLOSING DATE: Open Until Filled

First Interim Cut-Off: January 28, 2026

Location: Remote / Full-Time Telework

Salary Grade/Range: CL 27 (\$59,732 – \$97,098) up to CL 29

Depending upon experience and qualifications

The Clerk of the United States Bankruptcy Court for the Eastern District of North Carolina is accepting applications for the permanent position of **Programmer**. We are seeking a motivated professional to join our team in accomplishing our mission of providing courteous, efficient, and high-quality service to the Court, the bar, and the public.

Position Overview

The Clerk's Office of the United States Bankruptcy Court for the Eastern District of North Carolina is accepting applications for the position of Programmer in support of both local and national technology initiatives. We are seeking a candidate who will help advance our mission of providing courteous, efficient, and high-quality service to the Court, the bar, and the public.

The Programmer will play a key role in the CourtSpeak national program, a system currently in use across 52 bankruptcy courts and 9 district courts. The CourtSpeak team provides installation, technical support, and programming services exclusively for other courts, making this position an integral part of a nationwide technology initiative.

In addition to supporting CourtSpeak, the Programmer will contribute to the design, customization, and enhancement of locally created programs, nationally supported technology systems, and commercial off-the-shelf (COTS) applications to meet the Court's operational needs. Responsibilities include developing software solutions, writing code to specifications, creating and maintaining documentation, troubleshooting complex issues, and collaborating with users and management to deliver high-quality, efficient systems.

Some travel may be required.

Primary Responsibilities

- Develop, customize, and maintain both local and national software systems, including applications that support the CourtSpeak initiative.
- Write, review, and maintain well-documented code in C#, .NET Core, ASP.NET MVC, JavaScript, HTML, and SQL.
- Design, modify, and enhance existing applications to correct errors, improve performance, and increase efficiency.
- Work with end users and management to gather requirements, develop project specifications, and ensure solutions align with business needs.
- Advise management on data extraction, automation, and workflow optimization to identify cost savings and reduce manual processes.
- Prepare and maintain detailed technical documentation for all locally developed or customized applications.
- Provide installation, technical support, and troubleshooting for courts participating in the CourtSpeak national program.
- Conduct software testing, debugging, and validation to ensure optimal functionality and performance.

- Offer training and support to end users, ensuring smooth adoption of new applications and updates.
- Collaborate with national IT staff, system administrators, and developers from other courts to ensure compatibility and standardization.
- Maintain clear and professional communication with stakeholders across multiple courts and jurisdictions.
- Participate in ongoing process improvement and recommend enhancements to increase system reliability and performance.
- Perform other related duties or special projects as assigned.

Minimum Qualifications

- Minimum of three years of advanced web programming experience.
- Hands-on experience with C#, ASP.NET, Web Services, Visual Studio, XML, JSON, SQL, and related Windows development environments.
- Proficiency with HTML, JavaScript, CSS, SQL, and Git version control.
- Familiarity with Azure DevOps preferred but not required.
- A programming skills test may be administered to assess technical ability.

Preferred Qualifications and Technologies

- Bachelor's degree in Computer Science, Mathematics, or a related discipline preferred (certifications helpful).
- Knowledge of modern programming concepts and practices, including:
 - RESTful web services, unit testing, object-relational mapping (ORM), and software design patterns.
- Thorough understanding of software and hardware systems, office automation, database design, and data communications.
- Experience in analyzing, evaluating, and implementing automation to streamline court or government processes.
- Familiarity with technology planning, strategic development, and automation initiatives in a public or judicial environment.
- Ability to manage multiple competing priorities in a dynamic setting while maintaining accuracy and timeliness.
- Experience training non-technical users and providing excellent customer service and support.
- Strong written and verbal communication skills, with the ability to collaborate effectively with judges, managers, and technical staff.
- Knowledge of federal court operations, legal terminology, and judiciary processes highly desirable.
- Demonstrated analytical, problem-solving, and team collaboration skills.
- Commitment to continuous professional growth and staying current with emerging technologies.

Benefits

The United States Bankruptcy Court is part of the Judicial Branch of the United States Government. Court employees are not included in the Government's Civil Service classification. They are, however, entitled to similar benefits as other federal employees. These benefits include:

- 13 days paid vacation for the first three years of employment, 20 days after three years, 26 days after 15 years.
- 13 days paid sick leave per year.

- 11 paid holidays per year.
- Choice of medical, dental, and vision coverage from a wide variety of plans.
- Life insurance options.
- Federal Employees Retirement System.
- Immediate participation in the Thrift Savings Plan (401K plan).
- Optional participation in the Judiciary's Flexible Spending Program.
- Commuter Benefit Program (dependent on fiscal year funding).
- Flexible work schedule and professional work environment.

Electronic Funds Transfer for payroll deposit is required. Salary will be based on experience and qualifications.

Application Procedure

Applicants must submit a cover letter, official application, and resume to: HumanResources@nceb.uscourts.gov with the Subject Confidential: 2026-03 Programmer. The Official Application (AO78) may be obtained at www.nceb.uscourts.gov. Travel and relocation expenses will not be reimbursed.

Information for Applicants

Applicants must be United States citizens or lawful permanent residents actively seeking citizenship. Current academic transcript required. The successful candidate is subject to a background check or investigation which includes an **FBI fingerprint check as a condition of employment**. Employee retention depends upon a favorable suitability determination. The U.S. Bankruptcy Court requires employees to follow a code of conduct available upon request. You must be a U.S. citizen or eligible to work in the U.S. Due to the volume of applications received, the United States Bankruptcy Court will only communicate to those individuals who will be tested or interviewed for open positions.

The United States Bankruptcy Court is an Equal Opportunity Employer