

**Office of Financial Management
State Human Resources**



EVALUATOR'S HANDBOOK INFORMATION TECHNOLOGY

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Overview

The Information Technology (IT) classification and compensation structure was created in response to the state's need to have a flexible and adaptable structure to keep pace with the rate of change in the technology industry.

Ultimately, this new structure will foster recruitment, retention and workforce management flexibility - all necessary to compete in the expanding technology marketplace. The Puget Sound is one of the top four technical hubs in the nation with talent feeder schools like the University of Washington and global tech companies such as Amazon and Microsoft who attract top talent from around the world. Competing for talent is an ongoing challenge for state organizations.

Human Resources and IT managers are challenged by the pace and magnitude of IT workforce changes. Managers are confronted daily with questions about how to manage employees to support the rapid rate of change in technology, organization structures and business strategy.

Employees themselves are changing, their values and expectations, their demographic diversity, their education, their work environment needs and their willingness to accept change.

The Information Technology (IT) Position Evaluation process sets the framework for the state to enhance its competitiveness in managing an evolving the IT workforce. ***Evaluators are the cornerstone in the foundation.*** This role requires the ability to apply human resource best practices and understand the technology workforce to ensure ethical, consistent and credible evaluations.

The Evaluators Challenge

The work of job evaluators is very important to assure fairness when determining whether positions should be included in the IT Professional Structure and to properly evaluating positions. Evaluators' work not only carries a large responsibility for accuracy in measuring job values, it is also complex work. The definitions and examples provided in this handbook will help evaluators achieve accuracy and consistency.

Accurate and consistent job evaluation is dependent on current, accurate and complete job information. It is impossible to measure something that is not well defined. Evaluators must obtain relevant and accurate job content information from position descriptions (PDs) and supporting documentation e.g. organization charts, to assess and measure these very important compensation decisions.

The challenge for the evaluator is to extract from the PDs and supportive documentation exactly what a position requires of an incumbent. Things to look for:

- What does it take to do this job?
- What is the scope of the position's impact on program, service delivery and financial viability?
- What must an incumbent know or be able to do to perform all the job's requirements?
- What specialized skills must the incumbent possess?

All statements in PDs must be scrutinized for logic, accuracy and reasonableness. PDs are often written to present the work performed in the best possible light. There is a tendency to misuse words such as manages, develops, oversees, etc. as well as using technical jargon and acronyms that are not easily understood or well defined. Thus, evaluators become investigators striving for substantiation and logic regarding the actual content of jobs. They are always searching for information that will assure fairness in alignment of positions on an enterprise-wide basis.



Getting Started

Use the guidelines below in the order listed to determine whether a position meets the inclusion criteria and to decide if the position is an IT worker, or to exclude the position. Once the position is identified as a professional IT worker or supervisor, follow the instructions to evaluate and rate the level of professional IT work performed using the IT Position Evaluation Tool.

If the position is identified as a manager, use the IT Manager and IT Senior Manager inclusion criteria and descriptions in this handbook to determine the appropriate level. Enter your selection and the position's appropriate job family into the tool. This will complete the evaluation process for IT Manager or Senior IT Manager positions.

Prior to starting your evaluation, you will want to ensure you have all the documentation and resources necessary to complete your evaluation. The following recommended steps clarify specific roles and team interactions and are a best practice for doing an evaluation:

1. Read all the resource documents to familiarize yourself with the content before using the IT Position Evaluation Tool.
2. If reviewing a team, start with the supervisor/manager PD and then work from the highest-level classification down.
3. If reviewing/evaluating an individual position, you will still need to review the supervisor's PD and other like positions within the unit.
4. Review the most current organization chart showing the positions' relationship within the unit and the organization. This provides understanding of duties, job family, level of authority, reporting relationships and internal/external interactions.
5. Research unknown terminology to have a basic understanding of what it is before moving forward with review process.
6. Re-read the position descriptions and compare like duties, position objectives, decision making and qualifications.

Note: Refer to the resource documents provided if uncertain of the meaning of a term or in order to put in context.

Ask the following core questions as you are evaluating positions for inclusion into the IT Professional Structure:

- Is there alignment between the sections in the PD - Assigned Work Activities, Level of Supervision, Decision Making and Problem Solving?
- Does the PD section of Qualifications and Competencies support and align with Assigned Work Activities section?

As an evaluator, you must first understand:

- ✓ Why does the position exist?
- ✓ What is the position's primary IT job family?
- ✓ What are the services this position provides?
- ✓ How does it support the organization?



You need to determine whether the position should be included or excluded. In order to do this, you will want to review the inclusion/exclusion criteria and decision tree located within this handbook and then ask yourself the following questions:

- ✓ Is position an IT Worker or IT User?
- ✓ Is position Professional or Paraprofessional?
- ✓ Is position Staff, Supervisor or Manager?



These questions are important to ask and answer, as they will be the basis of whether the position should be included in the IT structure or not.

In other words, what is the reason for the position's existence? Evaluators must consider the primary purpose of the position or management's intent in establishing the position when determining allocation.

Further, what essential knowledge is required? Although there may be several different types of work required of the position, most positions will have an **essential knowledge requirement**. This is the most important component required to do the work.

Determining Inclusion and Exclusion

The first step following the review and understanding of the work as described in the PD and supporting documentation is determining whether the position requires professional level IT work.

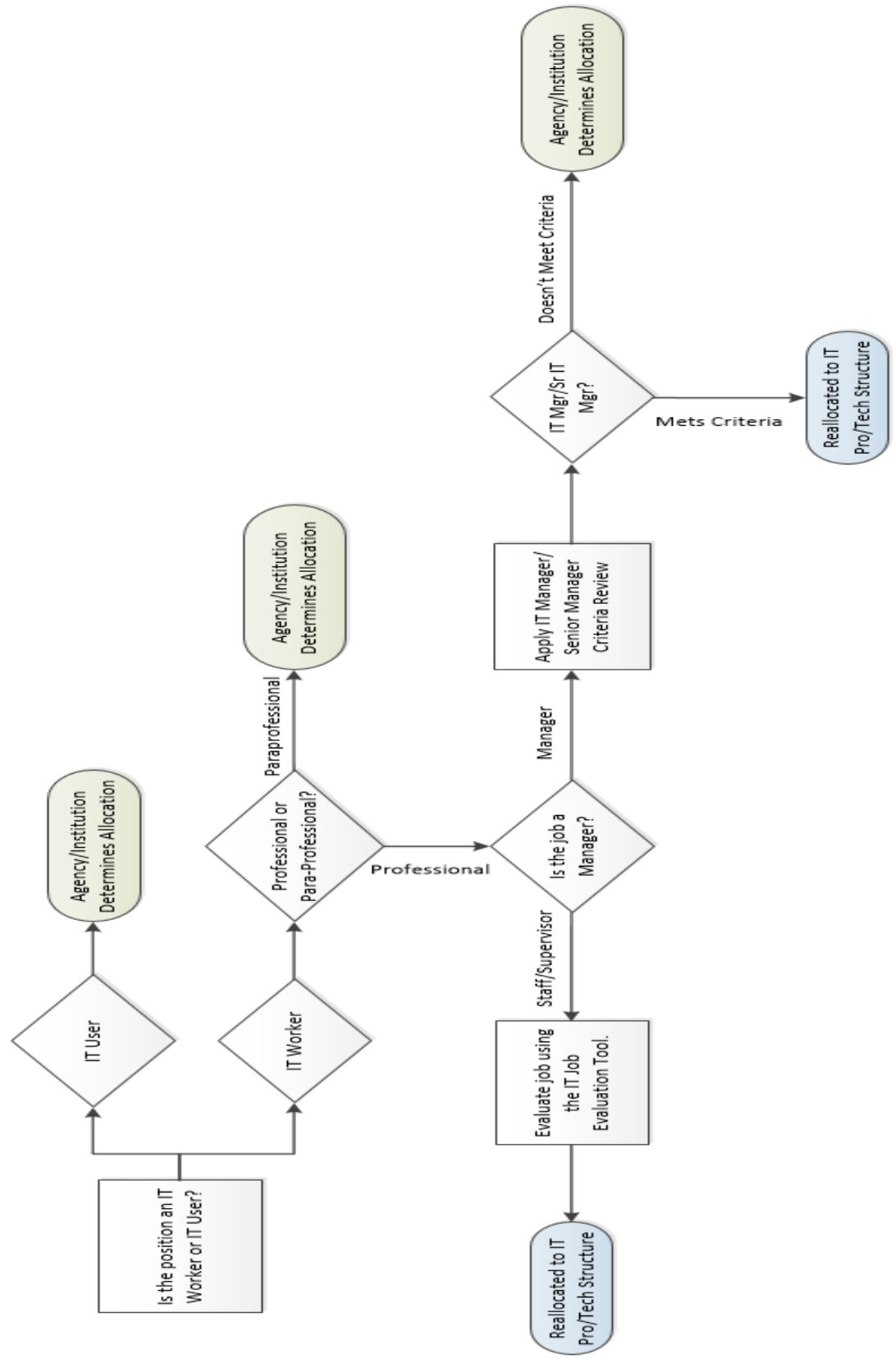
What is the focus or the reason for the position's existence? Prior to assessment for placement in the structure, the work of the position must first meet the inclusion criteria.

1. Review inclusion/exclusion and para-professional model criteria in this handbook.
2. Refer to the inclusion/exclusion criteria in order to determine what criteria they meet for inclusion.
3. Once you determine inclusion/exclusion, go to the IT Position Evaluation Tool and complete the "Inclusion/Exclusion" Section.
4. If determination is to exclude, provide a brief rationale in the "Exclusion Rationale" field within the tool.

Inclusion/Exclusion Chart

Include	Exclude
IT Workers Require knowledge of IT systems, concepts, and methods as the paramount requirement of the position and are directly involved in developing, implementing, or maintaining IT systems and services.	IT Users and Super Users It is common for employees to use computers in performing assigned duties and responsibilities. Activities vary and may range from IT User to IT Super User.
Professional Positions included in this category perform professional level work concerned with the creative, technical, and conceptual design; calculate application of theoretical and practical aspects of such fields included within the job families. Decision-making is related to the subject matter.	IT Para-Professional An IT worker who performs some of the duties of an IT professional or technician in a supportive role, which usually require less formal training, education and/or relevant experience normally required for professional or technical status. Typically performs operational tasks according to prescribed procedures and under the general supervision of an IT professional.
Supervisors Position that does professional/technical IT work as described above and functions as a supervisor for one or more permanent, fulltime or equivalent, IT staff.	Managers Positions whose primary function is to act as a manager with limited professional/technical duties.

Inclusion/Exclusion Decision Tree



Identifying Professional IT Work

The ongoing challenge will be identifying what is IT professional work. The majority of work performed by state government requires the use of technology. Evaluators must be able to identify when the work of the position “uses” technology versus responsibility for developing or maintaining the technology so that others can perform their work.



Use the following information to distinguish between an IT User and IT Worker.

IT User

It is common for employees to use computers in performing assigned duties and responsibilities. Activities vary and may range from IT User to IT Super User. For example:

- IT User - Daily use of word processing programs and using the Internet for job-related information; to
- IT Super User - Extensive use of IT tools in the development of spreadsheets (Excel, Access, SAS, etc.), databases and graphic-intensive publications.

For the IT User, the work of some positions may include work requiring information technology knowledge and skills, and the work may involve applying related knowledge and skills. In most situations, IT systems are used as a **tool** that enhances the accomplishment of the assignment where the assignment itself is the work product or service.

These positions may require technical knowledge and skill in the use of IT software and hardware systems. They may possess detailed knowledge, skills and abilities in the use of computing hardware and/or software to perform business specific activities. However, the position is not directly involved in developing, implementing, configuring, delivering, or supporting IT systems and services, which is a requirement of positions within the professional IT structure.

For the IT Super User, (super/power users) the work is highly dependent upon, or facilitated by, the use of computers and computer software programs but the focus of the work is not primarily engaged in computer systems analysis and programming or other similarly skilled computer-related occupations.

The work involves using computers for various processes that may include the development or analysis of extensive spreadsheets, the creation of graphic intensive

publications, or other instances where Information Technology is used as a tool that enhances the accomplishment of the assignment or service.

This includes an employee with advanced knowledge and skill in the use of IT systems and relied upon by coworkers for **limited** technical advice and assistance in the application of IT systems to the assignment area. It is the work of the position that is evaluated, not the incumbent's technical aptitude.

A position incumbent may be a sophisticated or advanced IT user, however the position must be classified to the appropriate class series associated with the primary purpose of the position rather than to the IT Professional/Technical structure.

In some cases, the additional knowledge of IT may be identified as a required qualification, but this requirement does not justify assignment of the position to the IT Professional/Technical structure.

IT Para-Professional

IT Para-Professionals support the work of IT professionals. Their positions require less formal training, education and/or relevant experience required of professional positions.

IT Para-Professionals support IT services across several job families such as Customer Support, Network and Telecommunications, Systems Administration or Quality Assurance. They apply practical knowledge of IT systems and operations gained through hands-on learning and experience in addition to varying levels of IT related coursework or study.

The IT Support Technician class series was created for IT Para-Professional work. Positions are not evaluated for inclusion; agencies/institutions allocate positions to this class series.

The classes are:

IT Support Technician 1 – Positions at this level of the series perform entry-level paraprofessional IT support work. They serve as the first point of contact for customers and have primary responsibility for providing non-technical IT support and/or limited first level technical IT support to end users for the resolution of basic IT-related issues. Higher-level IT technical staff review work performed for completeness and accuracy.

They use their basic understanding of IT operational processes and follow prescribed procedures to complete assigned tasks. They follow specific, detailed desk manual

instructions or follow other documented work procedures for all aspects of their work.

IT Support Technician 2 – Positions at this level of the series perform experienced paraprofessional IT support work. They often serve as the second point of contact for customers. They independently complete a variety of routine technical IT paraprofessional assignments.

They have primary responsibility for providing support to individuals and small work groups. Their work usually affects individuals but may routinely affect other individuals in the organizational unit for unit-wide problems or issues. Issues affecting larger business units or organization-wide are referred to a higher-level technician for resolution.

System-wide or critical problems are referred to higher level IT technical staff for resolution. They may assist higher level IT technical staff with projects. Any non-technical work performed is done to support the completion of their technical IT work assignments.

Excluded Positions

For positions that do not meet the criteria for inclusion, the agency/institution Human Resource (HR) Office will conduct a position review to allocate the positions. The HR Office will work with managers to identify the appropriate occupational group, job class and level that aligns with the work described in the position description.

IT Professional

Professional IT work requires advanced knowledge and experience of IT systems, concepts and methods as the paramount requirement of the position. Work is directly involved in developing, implementing and maintaining IT systems and services. The work requires the consistent exercise of discretion and judgment in the field of expertise. A professional employee generally uses the advanced knowledge to analyze, interpret or make deductions from varying facts or circumstances.

Incumbents in professional positions must have demonstrated advanced experience, knowledge, skills and abilities performing the work at a professional level. Experience is gained through actual practice over time.

IT Supervisors

Positions in this category perform professional IT work and have the additional responsibility of supervising two or more permanent, fulltime or equivalent, IT staff.

In order to be included as a supervisor, the position must perform the full scope of supervisory functions:

- Selecting staff for hire
- Training and development
- Planning and assigning work
- Evaluating performance
- Resolving grievances
- Taking corrective action

IT Supervisors direct daily operations. This includes prioritizing, scheduling and reviewing work to ensure that employees complete work assignments and projects accurately and on time. These positions are task-focused and provide direct technical guidance, direction and advice to lower level IT staff to resolve complex IT issues within an IT work unit or function.

IT Supervisory positions are evaluated and rated using the IT Position Evaluation Tool based on the level of professional IT work performed and will be given an additional pay differential for added supervisory responsibility.

MANAGERS

Compared to lower-level supervisory positions, management positions have the added responsibility of applying management principles to the delivery of services or functions. Management positions place greater emphasis on determining longer-term technical work or services, including the development of goals and objectives and needed resources.



IT manager positions must have technical subject matter expertise in one or more job families in order to be included in this category. Exclude manager positions not requiring professional technical competence in an IT job family.

IT Manager

IT Managers are responsible for designated IT activities within an assigned area involving one or more specialized IT job families. Positions at this level serve as professional IT managers performing a combination of staff supervision and management functions. They have the delegated authority to:

- Develop goals and objectives
- Develop timetables and work plans to achieve targeted goals and objectives
- Control allocation of resources
- Set and adjust priorities
- Evaluate unit effectiveness
- Supervise assigned staff

Positions manage operations of assigned IT systems, services or functions. This requires the ability to apply technical detail and use of IT profession based knowledge and skills. They plan, coordinate and manage work efforts. They have the authority to prioritize and manage operations and all technical IT issues under their scope of responsibility.

IT Managers focus on tactical issues with an appropriate consideration of the strategic implications of decisions. They manage daily operations and workflow through supervisors or leads and their work supports and guides the technical work performed by IT staff. They consult with lower level IT staff and make decisions concerning unresolved technical IT issues or problems affecting unit-level operations.

Senior IT Manager

Senior IT Managers direct a broad scope of IT functions, specialty areas, services or activities within an organization. Their duties include managing IT services across multiple IT functions and/or job families or across an entire IT Services organization. Exclude senior level administrative managers who manage only non-technical functions such as human resources, budget or procurement, nontechnical sponsors of IT Project teams, within an IT services department.

Senior IT Managers focus on long term and strategic planning with an appropriate level of tactical involvement regarding daily operations across the IT Services organization. The work of the Senior IT Manager is broad-based:

- Managing IT services through managers and supervisors and providing technical and administrative oversight of multiple IT services and/or several IT functional teams.
- Developing the vision and designing, deploying and enhancing IT services support for the organization.
- Approving large, complex organization-wide IT projects involving multiple job families or IT specialty areas.
- Making strategic decisions including implementing initiatives across multiple divisions or across the organization.
- Providing the highest level of technical IT expertise to manage a broad scope of IT functions, services or activities.
- Conducting capacity planning and making technical recommendations to executive management to address changes in technology or IT services for an IT organization.
- Working primarily with senior managers or administrators including internal executive management.
- Providing technical expertise, advice and counsel to executive management regarding IT technology matters.
- Serving as the organization representatives for multi-organization or statewide technology projects.

Senior IT Managers also have designated authority for:

- Planning and setting IT organization direction and resource management.
- Serving as a technical executive sponsors for medium to large IT projects.
- Designated authority to speak on behalf of and make binding decisions for the organization.
- Managing and monitoring IT Services budgets.

IT Job Family

A job family is defined as a functional discipline involving similar types of work requiring similar training, skills, knowledge and expertise. Twelve job families are defined in the IT Job Descriptor's section that cover work performed by the states IT workforce. They are:

- Application Development
- IT Architecture
- IT Business Analysis
- Customer Support
- Data Management
- IT Policy and Planning
- Network and Telecommunications
- IT Project Management
- IT Security
- System Administration
- Vendor Management
- Quality Assurance

A position's manager is required to identify the primary and secondary job families on the IT PDs. All positions have a core work focus and a central knowledge requirement that comprise the reason for its existence. If there are more than two job families in the work of the position, those additional job families would be reflected in the actual work activities section of the position description.

Primary Job Family Review & Recommendation

Once the position is designated a professional level IT worker, review the primary job family indicated on the PD to ensure the position is placed in the appropriate job family.

Although the PD may have a primary job family as well as a secondary job family listed, it is your job as the Evaluator to review the position's specific information and provide a recommendation of the primary job family. In order to do this, you will need to:

1. Review Assigned Work Activities and Knowledge, Skills and Abilities to determine recommended job family.
2. When identifying job family, check the IT Job Family Descriptor section of the handbook, then cross check with job family listed on the PD. If it meets the definition in more than one job family, the Evaluator should determine what the core work focus and central knowledge requirement is that comprise the position's reason for its existence.
3. If the recommended job family is different, enter your rationale in the comment section.



Information Technology (IT) Position Evaluation Tool

The IT Professional/Technical structure uses a factor comparison methodology to evaluate positions. The factor comparison method is a quantitative job evaluation method in which a series of rankings on separate compensable factors identify which jobs contain more of a factor than the other evaluated jobs. The position evaluation score is the combined numerical values derived from the factor rankings.

The advantages of this method are that it is relatively reliable, the compensable factors are tailored to the unique characteristics of government jobs and values, and it allows for the integration of market data into the system.

Tool Factors and Weighting

The IT Position Evaluation Tool rates compensable job factors that are most important for differentiating levels of the state's information technology work. Industry best practices and existing state compensation factors inform the tool rating factors.

The factors in the IT Position Evaluation Tool are:

1. Technical Know-How
2. Scope of Responsibilities
3. Impact (*multidimensional factor dependent on sub-factors*):
 - Organizational Size
 - Scope
 - Accountability
4. Problem Solving

RATING THE POSITION

The IT Position Evaluation Tool evaluates and rates the level of professional IT work performed for staff or supervisory positions identified as an IT worker.

As you are rating the position and filling out the IT Position Evaluation Tool, record any discrepancies within the PD that affects the final evaluation score within the appropriate comments section of the tool.

For example, within the first rating section, “Technical Know-How”, the PD may identify the position as a subject matter expert but the decision-making and required qualifications may not rise to the expert level requirements.



1. Technical Know-How: *What level of Technical Know-How is required to perform this job?*

The areas on the PD you would review to determine the technical know-how are:

- Position Objective
- Assigned Work Activities, and
- Qualifications (KSAs)

Refer to “Demonstrated Proficiency Levels” section and “Levels of Supervision” definition in the Glossary of Classification Terminology to get additional guidance for your determination.

Identify level of technical knowledge required by reviewing:

- Required Qualifications
- Level of Supervision
- Assigned Work Activities

Consider how those sections are impacted by:

- Problem Solving
- Decision Making
- Potential Impact of Results

Sections in the PD that should contain the necessary information are:

Position Objective	
Describe the main purpose of the position and the type and nature of the work performed.	
Assigned Work Activities (Duties and Tasks)	
Describe the duties and tasks, and underline the essential functions. Task statements should describe the action performed; to whom or what ; using what tools, equipment, methods, and/or processes ; and the final product or outcome .	
For more guidance, see Essential Functions Guide and Examples of Work Statements	
List the assigned work in order of importance including the final product or outcome for each, with essential functions underlined.	
Qualification – Knowledge, Skills and Abilities	
Required Education, Experience or Certifications	Application (why each qualification exists)
Desirable/Preferred Education, Experience or Certifications	Application (why each qualification exists)

Technical Know-How Notes:

1	<p>Baseline understanding of principles and theory within area(s) of responsibility (gained through multiple years of progressive experience, training or formal education in area of assignment) and is developing depth of knowledge and practical application.</p>
	<p>Notes: Incumbent expected to know what they should do but learning the practical application. Typically requires a bachelor's degree or equivalent and from 0-3 years of progressive professional experience.</p>
2	<p>Fully competent, professional working knowledge of the principles, concepts and methodology at a proficient level in area(s) of assignment which has been gained by job experience or relevant advanced education (graduate degree or certifications above what is necessary for Know-How level 1).</p>
	<p>Notes: Uses best practice - fully functional in all but the most complex areas. Typically requires a bachelor's degree or equivalent and at least 4 years of professional experience. Advanced education may substitute for years of experience. Competent to work on the majority of assignments independently with the exception of the most complex.</p> <p>Work is primarily focused on the modification, development or maintenance of existing technology.</p>
3	<p>Advanced knowledge of a wide range of principles, concepts and practices in the assigned area(s), which would be gained through extensive experience, and skill in applying this knowledge to complex work assignments.</p> <p>Requires competence to independently work on all levels of assignment (including most complex) and provide guidance to lower level staff on complex issues.</p> <p>New technology (as applicable): Integration of new technology, setting up/transitioning to new systems and/or dealing with the complex issues related to new technology.</p>
	<p>Notes: Leader in the knowledge base, technical resource for information because they are well versed in all areas of "doing" yet not designing/creating. Typically requires a bachelor's degree or equivalent and at least 7+years of progressive (continuing to grow professionally) professional IT Experience. Advanced education may substitute for 3 years of service.</p> <p>Independently works on all levels of assignment (including most complex) and provides guidance to lower level staff on complex issues.</p> <p>Integrates new technology and/or deals with the complex problems related to integrating existing systems with new technology.</p>
4	<p>Mastery of a professional field. Consistently applies strategic expertise with comprehensive knowledge and understanding of assigned area(s). Understands full business processes (including anticipation of future needs), strategic direction, impacts on internal/external stakeholders and internal organizations.</p>
	<p>Notes: Typically requires a bachelor's degree or equivalent and at least 10 years of professional IT Experience. Advanced education may substitute for 3 years of service. Often difficult to find candidates for positions because of the level of skill required and the availability of qualified candidates.</p>

2. Scope: *This assesses Level of Responsibilities (how much and how wide?)*

You will need to identify the scope of responsibility by reviewing the duties and decision-making. Identify the various job families (if more than one), do they supervise or lead, and to what level is this position involved in each of the activities.

Review the Organizational Structure and Position Objective; also consider how Assigned Work Activities and Level of Supervision impacts those sections.

The areas on the PD you would review to determine the level of Responsibility are:

- Position Objective
- Assigned Work Activities, and
- Qualifications (for diversity of the experience required).

Sections in the PD that should contain the necessary information are:

Position Objective Describe the main purpose of the position and the type and nature of the work performed.
Assigned Work Activities (Duties and Tasks) Describe the duties and tasks, and underline the essential functions. Task statements should describe the action performed; to whom or what ; using what tools, equipment, methods, and/or processes ; and the final product or outcome . For more guidance, see Essential Functions Guide and Examples of Work Statements List the assigned work in order of importance including the final product or outcome for each, with essential functions underlined.

Qualification – Knowledge, Skills and Abilities	
Required Education, Experience or Certifications	Application (why each qualification exists)
Desirable/Preferred Education, Experience or Certifications	Application (why each qualification exists)

Scope Notes:

This component has two major factors that must be reviewed and considered together.

The first factor involves the level of technical work performed involving the number of IT job families involved. This includes the scope of work performed within the IT specialty area to complete the assignment.

The second factor involves determining the impact to the organization. This involves the level of work involved with staff within the organization and the overall impact of the work to the organization.

When reviewing this section, you will need to consider both of these factors together and decide, as a whole, what the overall scope of responsibility is for the position.

1	<p>Singular: This is where a position is assigned work primarily in one specialty area, a single area specialist.</p> <p>Notes: Within a specific discipline or job family, uses judgment to resolve individual issues or problems, makes recommendations to deviate from standard practices when necessary. Independently uses a wide variety of rules, processes, materials and equipment to complete work assignments requiring specialized knowledge or skills.</p> <p><u>Singular</u></p> <ul style="list-style-type: none">• Technical Work<ul style="list-style-type: none">○ Job Family – One Job Family (Specialty Area)○ Scope – Individual Issues• Organization Impact<ul style="list-style-type: none">○ Staff - Primarily Internal End Users○ Level - Individuals, or work groups or units <p>Examples: Provides technical support to defined end user groups. Performs issue resolution for help requests from end users, including installing and upgrading software, installing hardware, configuring systems and applications. Specializes in a particular software or business application within an end-user environment.</p>
2	<p>Multiple Components: This is where a position is assigned work that involves cross-divisional, regional or agency integration.</p> <p>Notes: Usually requires working with multiple clients, staff or other stakeholders to complete the assignment, but may not require a complete understanding of business processes, strategic direction, impact on internal/external stakeholders and the organization(s) involved.</p> <p><u>Multiple</u></p> <ul style="list-style-type: none">• Technical Work<ul style="list-style-type: none">○ Job Family – One Job Family (may apply others)○ Scope – One or more systems• Organization Impact<ul style="list-style-type: none">○ Staff - More than one stakeholder group, mainly internal, limited external○ Level - Across regions or divisions up to full agency integration

Examples: Working on organization-specific applications or online systems or working in multiple platforms, operating systems, sets up and transitions new systems, or deals with issues related to implementing new technology. Works with multiple user groups to solve business problems using available technology including hardware, software, databases, and peripherals. Serves as a technical IT specialist for application development, systems administration or other technical and business staff for IT systems under development.

3 Multifaceted:

- Required to perform organization wide work in several different job families, or
- A position in a large organization required to perform inter-departmental (across regions, administrations) or multi-organization work in several different related AND/OR unrelated job families.

Notes: Requires highly specialized technical skills and expert knowledge over a wide range of job specialty areas and work practices to complete broad, multi-faceted assignments.

Multifaceted

- **Technical Work**
 - Job Family – Multiple Job Families
 - Scope – Multiple Systems
- **Organization Impact**
 - Staff - Multiple Stakeholder groups or larger, internal and external
 - Level - Organization-wide up to Multi-Organization

Examples: Coordinates technical IT development team activities to develop, implement, test and maintain a large organization level system or several smaller systems combined within a single project. Integrates data from multiple systems such as payroll, personnel and training data. Works with IT application development and testing, network services, web services and production teams to develop, publish and implement a multi-organization online licensing registration system.

3. Impact: *Organizational Size, Scope & Accountability*

The areas on the PD you would review to determine scope and accountability are:

- Organizational Structure
- Position Objective
- Potential Impact of Results

This multi-dimensional rating section aligns with the state's Priorities of Government (POG).

Impact Scope - *What area does this position's work directly impact?*

Identify the impact to the organization by reviewing potential impact of results, financial dimensions and matching these to the stated duties and organizational goals. Also, consider how those sections are impacted by Organizational Structure, Position Objective, and Problem Solving.

Organizational size is a factor used to evaluate the scope of impact. The tool auto fills the appropriate rating based on the identified employing organization and used for weighting calculations as explained in the tool factors and weighting section. This rating is based on the number of permanent and non-permanent employees in the selected organization.

The weighting applies only to the following 'Impact' selection:

"Organization-wide (impacts an entire agency/higher-ed institution) or multiple agencies/higher-ed institutions."

No other selection is weighted by the organization size. The weighting recognizes the additional responsibility of having 'organization-wide' impact.

Sections in the PD that should contain the necessary information are:

Organizational Structure (Attach an organizational chart.) Summarize the functions of the position's division/unit and how this position fits into the organizational structure.
Position Objective Describe the main purpose of the position and the type and nature of the work performed.
Potential Impact of Results Describe the potential impact of error (What potentially could happen in the event that the individual were to fail to perform their job correctly?). <i>List who (citizens, other department/unit personnel, statewide-personnel, etc.) would be impacted and the degree of impact.</i> <i>List what (dollars, larger systems, processes, other resources, etc.) would be impacted and the degree of impact.</i>

Impact Scope Notes:

1	Single user impact (at a time).
	Notes: This includes positions working at a service or help desk helping to resolve one user's issue at a time.
2	Single or multiple department(s) (multiple users at once).
	Notes: This is a position whose work impacts a full department, programs that impact just a single department or program; or a program or system that would impact several departments within an organization.
3	Organization-wide (impacts an entire agency/institution) or multiple agencies/institutions.
	Notes: This includes positions whose work impacts an entire agency or several agencies. This excludes those positions that are limited to the individual sub-division/program or multiple sub-division/program but does not have agency-wide impacts.
4	Impact is via systems that <i>collect state revenue</i> e.g. tax collection systems, fishing licenses, (excludes public health, safety or benefit delivery systems). Systems the state relies on to collect revenue or in Higher Education tuition collection systems.
	Notes: System or program being worked on directly serves the public in terms of payment collection/or other public facing systems (Excise tax, licensing fees).
5	Impact is via systems that <i>distribute funds</i> e.g. eligibility benefits; child support payments, or systems with direct impact to public health and safety. Systems citizens rely on for cash benefits, health and/or safety needs.
	Notes: This is a position whose greatest impact would impact public safety systems (911 call center system), systems that impact the disbursement of funds (child support payments); or would have a resulting impact to the health of the public.

Impact Accountability - *What level of accountability does the position have?*

If the position is a supervisor, refer to the supervisory responsibilities section of the PD and “Levels of Supervision” definition in the Glossary of Classification Terms. Identify the accountability and skills by reviewing working relationships for the level of supervision required, the complexity of duties assigned, and supervisory responsibilities.

For non-supervisory positions, areas on the PD you would review are:

- Decision Making
- Financial Dimensions
- Working Relationships
- Continuity of Operations Plans (COOP)

Decision Making
<i>What duties are performed that require the position to make choices, determinations or judgments?</i>
<i>Which decisions are sent to the next level of supervisor/manager or technical authority for recommendation/decision?</i>

Financial Dimensions (if applicable)
Describe the type and annual amount of all monies that the position directly controls, administers or manages (<i>excluding employee salary and benefits</i>) for example: delegated signature authority amount, invoice approval for contract expenditures.

Working Relationships
Level of Supervision received (<i>check one</i>). For more guidance see Glossary of Classification Terms .
<input type="checkbox"/> Direct/Close Supervision: Most work is reviewed in progress and upon completion.
<input type="checkbox"/> General Supervision: Completed work is spot checked.
<input type="checkbox"/> General Direction: Completed work is reviewed for effectiveness and expected results.
<input type="checkbox"/> Administrative Direction: Completed work is reviewed for compliance with budget, policies, laws and program goals.
<i>Add information that clarifies this position's interactions with others to accomplish work.</i>
Continuity of Operations Plans (COOP) Designation – For Disaster or Emergency Recovery
For more information see COOP and Critical Positions . For higher education, refer to your list of essential personnel.
Is this position designated critical based on agency COOP? Yes <input type="checkbox"/> No <input type="checkbox"/>
<i>If yes, describe how this position supports the agency COOP Critical Functions.</i>

Impact-Accountability Notes:

1 Minor - (Indirect impact) Work is reviewed to minimize impact.
Notes: This may be a position who impacts a single user's work or is responsible for quality of data input etc.
2 Contributory - Position is advisory or impact is shared with supervisor or part of a team.
Notes: This is any position that is part of a team where they work with a supervisor or team on their processes.
3 Independent - Position has decision-making authority for area of responsibility within established limits.
Notes: This would not include positions that are limited in scope and complexity where decision-making is prescribed and routine in nature.
4 Single Point of Failure - Position with singular responsibility or unique knowledge and no redundancies (no other positions can perform the work).
Notes: This would usually include supervisors, managers, or experts who are the only ones working on a given system; some consideration of this measure will have to be given to the PDs of others if it is an individual whose org chart shows that others work in their unit.

4. Problem Solving: *Level of analysis or evaluation applied to resolve problems*

Identify the problem solving done by the position by reviewing:

- Assigned Work Activities
- Decision Making
- Problem Solving

Take into account how a problem is solved and the level of complexity of the problems solved. Even when the problem is sent to higher-level technicians for resolution, consider how the work activities, supervision and application of knowledge, skills and abilities are used in problem solving.

Sections in the PD that should contain the necessary information are:

<p style="text-align: center;">Assigned Work Activities (Duties and Tasks)</p> <p>Describe the duties and tasks, and underline the essential functions. Task statements should describe the action performed; to whom or what; using what tools, equipment, methods, and/or processes; and the final product or outcome.</p> <p>For more guidance, see Essential Functions Guide and Examples of Work Statements</p> <p>List the assigned work in order of importance including the final product or outcome for each, with essential functions underlined.</p>

<p style="text-align: center;">Problem Solving</p> <p>What are the most complex and/or challenging issues addressed by this position? Give 3 to 4 examples and how each is resolved.</p>		
Complex/Challenging Issue	How Resolved	Frequency
<p style="text-align: center;">Decision Making</p>		
<p><i>What duties are performed that require the position to make choices, determinations or judgments?</i></p>		
<p><i>Which decisions are sent to the next level of supervisor/manager or technical authority for recommendation/decision?</i></p>		

Problem Solving Notes:

1	Resolves problems requiring standard analysis and the application of established or routine solutions.
	Notes: Position at this level are told where the answer is. A set process and/or procedure outlines each step to follow.
2	Resolves problems requiring analysis and the discernment of the most suitable solution(s)/processes(s) available. Selects from "in the box"/best practice models/strategies to resolve problems.
	Notes: Given multiple choices to find the answer.
3	Devises methods and processes to analyze/evaluate problems. Problems require deviation from routine or available solutions for resolution.
	Notes: Researches the answer using multiple sources.
4	Problems require the development of creative/innovative solutions , including new methods/procedures/approaches. (Few positions within state government rise to this level).
	Notes: Starts with research but then uses experience and knowledge to design a new or innovative solution.

IT Professional Competency Descriptions



ENTRY LEVEL

- Baseline understanding of principles and theory within area(s) of responsibility (gained through multiple years of progressive experience, training or formal education in area of assignment) and is developing depth of knowledge and practical application.
- Skilled in the diagnosis, troubleshooting and/or maintenance of IT systems.
- New technology (as applicable): Learn to operate and maintain new technology; assist in transitions.
- Resolves problems requiring analysis and the discernment of the most suitable solution(s)/processes(s) available. Selects from "in the box"/best practice models/strategies to resolve problems.
- Uses skills and abilities to complete routine tasks at the beginning, while growing toward completing tasks of increasing complexity.
- Uses basic understanding of the field to perform job duties; may need some guidance on job duties; applies learning to recommend options to address unusual situations.
- Recognizes basic knowledge and skills and the ability to apply learning in everyday situations under direct guidance or supervision.
- Competent to work on several phases of computer operations, but still needs instruction and guidance for other (more complex) phases.

Skilled in performing one or more of the following activities:

- Completes routine work assignments as an "Individual Contributor."
- Participates in specialized projects under direction of a higher-level IT professional.

JOURNEY LEVEL

- Fully competent, professional working knowledge of the principles, concepts and methodology at a proficient level in area(s) of assignment which has been gained by job experience or relevant advanced education.
- Requires competence to work on the majority of assignments independently with the exception of the most complex.
- Work is primarily focused on the modification, development or maintenance of existing technology.
- Resolves problems requiring analysis and the discernment of the most suitable solution(s)/processes(s) available. Selects from "in the box"/best practice models/strategies to resolve problems.
- Successfully completes tasks as requested. Help from senior staff may be required from time to time, but can usually perform the skill independently.
- Able to apply and enhance knowledge and skill to both usual and unusual issues.
- Needs minimal guidance in addressing unusual situations.
- Perceives actions needed in relation to obtaining goals.
- Understands and can discuss the application and implications of changes to processes, policies, and procedures in the assigned area of responsibility.
- Successfully completes diverse tasks of the job.
- **Skilled in performing one or more of the following activities:** Applies new technology (as applicable): Learns to operate and maintain new technology; assists in transitions.
- Formulates routines and standards of practice to complete assigned tasks.

SENIOR/SPECIALIST LEVEL

- Able to apply advanced knowledge of a wide range of principles, concepts and practices in the assigned area(s) gained through extensive experience and skill in applying this knowledge to complex work assignments.
- Independently works on all levels of an assignment (including most complex) and provides guidance to lower level staff on complex issues.
- Devises methods and processes to analyze/evaluate problems. Problems require deviation from routine or available solutions for resolution.
- Able to translate complex nuances to others.
- Able to complete complex tasks using advanced knowledge and skill, including developing new processes and working with internal and external customers and stakeholders.
- Able to improve processes; focus on broader issues.
- Able to see the holistic view of situations in order to complete tasks.
- Provides practical/relevant ideas and perspectives on process or practice improvements that may be easily implemented.
- Able to employ maxims (i.e. applied theory) for guidance, that adapt to the situation at hand.
- Recognized as a resource to others.
- Recognized within the immediate organization as "a person to ask" when difficult questions arise regarding this skill.

Skilled in performing one or more of the following activities:

- Applies new technology (as applicable): Integrates new technology, sets up and transitions to new systems and/or deals with the complex issues related to new technology.
- Assists in developing reference and resource materials.
- Participates in senior level discussions.

EXPERT LEVEL

- Demonstrates mastery of a professional field. Consistently applies strategic expertise with comprehensive knowledge and understanding of assigned area(s).
- New technology (as applicable): Research, recommend and guide the integration of new technology.
- Problems require the development of creative/innovative solutions, including new methods/procedures/approaches.
- Demonstrates knowledge of trends in field.
- Takes the lead in developing new processes to address business needs.
- Has an intuitive grasp of situations based on deep, tacit understanding.
- Uses analytical approaches in new situations or in case of problems.
- Considered the “go to” person in area of expertise within the organization and by outside organizations.
- Able to diagram or explain the relevant process elements and issues in relation to organizational issues and trends in sufficient detail during discussions and presentations, to foster a greater understanding among internal and external colleagues and constituents.
- Understanding of full business process (including anticipation of future needs), strategic direction, impact on internal/external stakeholders and internal organizations.

Skilled in performing one or more of the following activities:

- Provides technical consulting and oversight on complex projects.
- Troubleshoots highly complex technical IT issues with significant levels of risk to the organization and/or highly visible.
- Creates new applications for and/or lead the development of, and/or approve, reference and resource materials.

SUPERVISOR

- Supervises the day-to-day activities of permanent, full-time equivalent IT staff within an assigned area of responsibility.
- Prioritizes and assigns tasks to ensure work schedules and performance targets are met.
- Ensures work assignments and projects are completed on time.
- Follows established procedures and agency standards and provides technical advice to lower level IT staff to help resolve complicated or complex IT issues.
- Communicates with users to identify and resolve issues.
- Refers unresolved critical or complex problems to higher-level management for resolution.

Skilled in performing one or more of the following activities:

- Leads IT projects in accordance with project plans and budgets.
- Implements new procedures, standards and techniques.
- Prepares technical IT recommendations and reports for higher-level management.

IT MANAGER

- Manages designated IT activities involving one or more specialized IT job families within an assigned area of responsibility.
- Applies and manages IT resources effectively to meet client's business needs.
- Consults and provides expert technical guidance and advice to assigned IT staff.
- Applies new technology, make recommendations and work with IT staff to resolve complex technical IT issues.
- Applies project management principles, methods and practices to assigned projects or initiatives.

Skilled in one or more of the following activities:

- Manages team activities such as developing, implementing, testing and maintaining a large system or project or several smaller systems or projects.
- Confers with and advises supervisors and employees on administrative policies and procedures, technical issues, priorities and methods.
- Approves specifications and design requirements for applications and systems.
- Reviews budget allotments and expenditures.
- Reviews, analyzes and approves IT projects. Prepares, recommends and/or approves cost estimates.
- Conducts analysis and prepares short-range and long-range plans for assigned area of responsibility.
- Evaluates and approves purchases of hardware, software or vendor-supplied services. Monitors vendor performance and ensures completion and compliance of contract requirements.
- Conducts annual reviews of assigned services or functions and initiates new or revised IT policies, procedures or methods as needed.
- Establishes tactical and operational priorities.

IT SENIOR MANAGER

- Provides senior management involvement for IT services, involving multiple IT job family specialties and integrating new technology.
- Analyzes practical situations and applies knowledge of the IT job family disciplines to meet the specialized needs of the organization.
- Provides the highest level of technical IT expertise and guidance to organization administrators. Communicates using non-technical terms to administrators regarding IT services and functions.
- Develops, interprets and applies policies and procedures governing the overall delivery of IT services.
- Mentors and coaches managers, supervisors and employees in best practices and standards.

Skilled in one or more of the following activities:

- Serves as the most senior technical position and represents the highest level of professional expertise in consulting and advisory work across multiple job families.
- May serve as a technical advisor to other senior- level management positions across the organization's IT operations.
- Provides overall strategic direction and highest-level technical guidance to assigned project or other personnel. Prepares activity and progress reports.
- Responsible for developing the vision and designing, deploying and enhancing IT services support for the organization.
- Makes strategic decisions including implementing initiatives across multiple divisions or across the agency/higher education institution.
- Approves large, complex organization-wide IT projects involving multiple job families or IT specialty areas.
- May direct the operation and maintenance of agency/higher education institution-level system platforms.
- Serves as a technical executive sponsor of large scale IT projects.
- Manages and monitors IT Services budgets.

IT SENIOR MANAGER

- Serves as the agency/higher education institution representative for multi-agency or statewide technology projects.
- May direct IT Services management teams.
- Identifies technical IT training gaps and develops skills development plans.

IT Job Family Descriptors



1. APPLICATION DEVELOPMENT

Definition

Work that involves the design, documentation, development, modification, testing, installation, implementation, maintenance and support of new or existing applications software.

Common Positions

- Applications Developer
- Software Developer
- GIS Developer
- Mobile App Developer

IT WORKER	IT USER
Using software development methods and tools to develop applications and databases for staff and/or the public to consume to perform their daily work.	Uses specialized software to perform their work (modeling tools, excel macros, PowerPoint, etc.)
Web Development: Develops user-interface (UI) design, coding, testing and implementation of application components and web services; writes reusable code using industry and organization standard development tools and framework.	Updates organization website content, links documents, posts pictures, monitors analytics.
Design and develop SQL databases systems for large scale data tracking, reporting and multi-user access.	Creates an Access database to track data specific to them.
Using software development methods and tools to integrate and support Custom-Off-the-Shelf (COTS) software and services. Coordinates with vendor technical staff on implementing and coordinating system upgrades and enhancements.	Utilizes “off-the-shelf” tools to perform individual tasks and functions to perform work.
Develop, test, implement and support custom developed business application or development of custom features within a COTS system or proprietary application.	Implement and test configurable functionality in a business application.
Uses a combination of Geographic Information System (GIS), web programming skills and development tools to build GIS map and data services that are created in a web map format. The web maps are combined with other web tools that allow the user to dynamically interact with the map to search for and display the information.	Uses GIS as one of the tools in their toolbox in order to conduct the scientific or engineering investigation.
Develop mockup/prototype interaction designs, including users’ interaction models, information architecture, wire frames and screen flows.	Participate as a subject matter expert in functional and user acceptance testing.

Application Development – Functional Competencies

Knowledge, Skills and Abilities:

- Understands existing and emerging technologies and their applicability in the software implementation environment (e.g., vendor or open source, Service Oriented Architectures (SOA)).
- Knows and considers available COTS software to make ‘build or buy’ decisions.
- Knows Internet standards relative to web technology development.
- Considers web technology in relation to privacy standards and federal regulations.
- Identifies and uses tools for information management and technology product design and development.
- Ability to analyze and refine systems requirements.
- Analyzes and resolves complex problems, such as multiple product problems, dump analysis or major conflicts caused by new software version.
- Applies expert system analysis skills to maintain, monitor and troubleshoot system performance and environment.

Skilled in performing one or more of the following activities:

- Determines overall technical design and structure of Internet services.
- Identifies and uses modeling and simulation approaches/tools (e.g., dynamics modeling, cost benefit analysis, costing, forecasting, sourcing models—build or buy) to make decisions.
- Identifies criteria and integrates “go/no go” consideration stages into development life cycle.
- Compares benefits and limitations of open source software with vendor-developed software.
- Adopts and applies systems engineering perspectives and processes to software development.
- Evaluates software quality and applicability in testing software capabilities.
- Monitors software configuration changes to anticipate and address the impact of data reliability and customer satisfaction issues.

- Tests, debugs and maintains detailed instructions (programs) for computers to follow and ensure performance of their intended functions.
- Conceives, designs and tests logical structures for solving problems by computer.
- Evaluates current collaborative web technologies and the benefits/risks associated with them.
- Assesses delivery strategies, web technologies, oversight and organizational implications for web-based development.
- Monitors functionality, security and integrity of Internet services.
- Troubleshoots and resolves technical problems with the design and delivery of Internet services.
- Translates systems requirements into applications prototypes; plans and designs systems architecture; writes, debugs and maintains code; determines and designs application architecture.
- Designs user interfaces.
- Works with customers to test applications.
- Writes and maintains program documentation.
- Designs user interfaces.
- Conducts unit testing on code changes prior to release.
- Develops and maintains functionality used by software applications, including change management, security and authentication, application distribution, disaster recovery planning, support for data access, email connections, search routines, system wide configurations and reports.
- Writes and maintains computer code programs using any one of a number of languages to fulfill a particular business function.

2. IT ARCHITECTURE

Definition

Work that involves the analysis, planning, design, implementation, documentation, assessment, governance and management of the structural and decision making framework to align IT strategy, plans and systems with the mission, goals, structure and processes of the organization.

Common Positions

- Chief or Senior Enterprise Architect
- Enterprise Architect
- IT Architect
- Solutions Architect

IT WORKER	IT USER
Designs and develops a solution approach to: 1) integrating with other systems, 2) securing user interactions with data, and 3) executing workflow and triggers for a technology area based on federal, state and organization requirements.	Performs “super user” support and training functions for an organization line of business area. This could be in the form of SharePoint “super user”, Office Products “super user”, specialized software “super user”, etc.

IT Architecture – Functional Competencies
Knowledge, Skills and Abilities: <ul style="list-style-type: none">• Demonstrates understanding of basic architecture documentation (i.e., work product) methodologies at each level of a commonly used framework.• Able to identify opportunities for improving systems that support business processes.• Able to provide guidance and support to customers and stakeholders on the use of the enterprise system.• Able to apply emerging and evolving technologies to current and future business needs at the enterprise, operational and tactical levels.• Able to identify opportunities to improve enterprise-level systems to support business processes and utilize emerging technologies.• Ensures rigorous application of information security/assurance policies, principles and practices to all components of the enterprise architecture.

IT Architecture – Functional Competencies

- Knowledge of key regulatory requirements and guidance relating to enterprise architecture.

Skilled in performing one or more of the following activities:

- Provides enterprise architecture guidance, support and coordination to customers and IT project teams.
- Documents the enterprise architecture infrastructure, including the business units and key processes, using modeling techniques.
- Ensures technical integration is achieved across the enterprise by participating in test planning, validation and reviews.
- Evaluates the impact of enterprise architecture products and services on IT investments, business operations, stakeholder satisfaction and other outcomes.
- Defines the policies and principles to guide technology decisions for the enterprise architecture.
- Coordinates and conducts governance and portfolio management activities associated with ensuring compliance with the enterprise architecture.
- Analyzes, designs and implements enterprise wide IT solutions (e.g., applications, platforms, security) that align with the organization's structure, goals and systems.
- Identifies and uses various criteria (e.g., time, budget, etc.) to determine IT success and ensure alignment with stakeholder needs.
- Follows the enterprise architecture transition plan for moving from baseline business and technology operating environment to the target environment.

3. IT BUSINESS ANALYSIS

Definition

Work that involves applying analytical processes to the planning, design and implementation of IT systems to meet the business requirements of customer organizations. Also includes the work of translating business needs to technical requirements. These activities apply to establishing new IT systems as well as improving existing IT systems.

Common Positions

- Systems Analyst
- Business Analyst

IT WORKER	IT USER
Elicit business requirement from business stakeholders and business subject matter experts. Translate business requirements and function specs into technical requirements, review functional specifications and design documents for technical compliance against business requirements, identify gaps between functional spec and the capabilities of the technology, manage small IT business project deliverables coordinating IT resources with resource managers.	As a subject matter expert, provides business requirements, approve functional specifications and design documents, accept deliverables for business applications.
Work with product specialists, usability specialists and interaction designers to develop and iterate user interface designs based on research and usability test results.	Participates as a business user or subject matter expert on agency business projects involving the use of technology to represent the business needs of the organization. May have technical knowledge regarding the specific system or business requirement but focus of job is representing the business as the subject matter expert.
Assist in defining functional interaction requirements specifications. Also non-functional requirements (performance, availability, etc.).	
Surveys applicable technologies and reports on the strengths and weaknesses of those technologies to address the business process. Makes recommendations on the technology approach to use and identifies where new technology customizations are necessary to adapt the technology to the business needs of the organization.	

IT Business Analysis – Functional Competencies

Knowledge, Skills and Abilities:

- Able to identify stakeholders and select appropriate business analysis techniques to manage requirements and assess the progress of the work.
- Able to ensure stakeholder's actual underlying needs are understood and captured.
- Able to understand and apply the usability engineering lifecycle, particularly user-centered analysis and usability testing techniques.
- Able to assess proposed solutions to determine the best solution to meet business needs.
- Able to identify gaps and shortcomings in solutions and determine necessary workarounds or changes to the solution.
- Able to work with stakeholders to identify and understand their needs, concerns and working environment.

Skilled in performing one or more of the following activities:

- Identifies business needs, refines and clarifies the definition of that need, and defines a solution scope that can be feasibly implemented by the business.
- Prioritizes and progressively clarifies and validates stakeholder and solution requirements in order to enable the project team to implement a solution that meets the needs of the sponsoring organization and stakeholders.
- Analyzes stakeholder needs to define solutions, assesses the current state of the business to identify and recommend improvements and the verification and validation of the resulting requirements.
- Manages conflicts, issues and changes in order to ensure that stakeholders and the project team remain in agreement on the solution scope, how requirements are communicated to stakeholders, and how knowledge gained by the business analyst is maintained for future use.
- Ensures the solution delivered to stakeholders meets the business need(s) for which the project was undertaken by planning and facilitating user acceptance testing.
- Uses Business Process Modeling (BPM) techniques for analyzing the 'as-is' business processes and rules in scope and then the 'to-be' processes.
- Works with the organization's approved Software Development Life Cycle (SDLC) methodology (waterfall, iterative, agile, scrum, etc.) that is applied to the project.
- Converts requirements into different types of 'models' or 'diagrams', uses Unified Modeling Language (UML), each of which describes a particular aspect of the requirements.
- Assesses deployed solutions to see how well they met the original need so the sponsoring organization can assess the performance and effectiveness of the solution.

4. CUSTOMER SUPPORT

Definition

Work that involves the planning and delivery of customer support services, including installation, configuration, troubleshooting and customer assistance for customer technology. For example: desktop computers, phone, laptops, email accounts and video conferencing.

Common Positions

- Technical Support Specialist
- Customer Support Specialist
- Help Desk Representative
- Applications Administration

IT WORKER	IT USER
Provide technical support for business applications using IT tools such as remote desktop, configuring automated systems to deploy software updates/installations, troubleshoot application connectivity issues, create and maintain technical documentation of desktop management, create an organization standard PC image.	Provide training and business process support on business applications.
Provides technical advice and guidance relative to problems involving user interface, browser, hardware and supporting software. Troubleshoots and restores technical service and equipment troubles by analyzing, identifying and diagnosing faults and symptoms.	Initial point of contact for customers regarding IT issues. Responsible for triaging (help tickets/requests) and based upon specific criteria, processes and procedures, forwards to appropriate technical expert.
Coordinates efforts with the Help Desk to ensure all calls outside the customer environment are effectively resolved. Similar to experienced Help Desk professional, with the added responsibility of interfacing directly with external customers to the business.	

Customer Support – Functional Competencies

Knowledge, Skills and Abilities:

- Uses knowledge of IT principles in the practical application of methods and practices to plan, implement and coordinate services to diagnose and resolve problems and ensure continuous service.

Customer Support – Functional Competencies

Skilled in performing one or more of the following activities:

- Performs Tier 2 or higher (complex) issue resolution for incoming help requests from end users, including installing and upgrading software, installing hardware, configuring systems and applications.
- Serves as designated application or system lead for complex problem resolution and vendor interactions.
- Creates standard PC imaging for installation on computer workstations.
- Resolves application software issues within critical systems.
- Develops metrics, critical success factors and key indicators to monitor and assess results.
- Ensures continuous customer support and contact with customer.
- Provides guidance to, and monitors customer support services provided by, paraprofessionals and/or professional staff.
- Tests and executes bug fixes in applications.
- Consults with vendors on resolutions to identified issues.
- Evaluates unusual circumstances; considering different approaches; and dealing with incomplete and conflicting data.
- Plans the work and refines the methods and techniques used.
- Researches and evaluates new customer service management systems.
- Recommends purchase of systems where it is determined they would enhance the quality and effectiveness of the customer support program.
- Oversees implementation of new systems and services and develops training guides for customer support employees.
- Develops performance metrics to evaluate the efficiency and effectiveness of the customer support center and to apply results in increasing productivity, professionalism and improving service quality.
- Integrates metrics within existing performance measurement systems and guides customer support supervisors and managers in their application.
- Develops resource reference materials for system users (user manuals, online help pages, tutorial videos and web page content).
- Monitors system environment to identify availability and functionality issues.
- Provides system outage and status communication to users; escalates according to established procedures.
- Develops system release documentation and communication.
- Performs End User application security access maintenance.

5. DATA MANAGEMENT

Definition

Work that involves the planning, development, implementation, designing and administration of IT systems for the acquisition, storage and retrieval of data. This does not include business users such as research and business analyst that use data systems to compile data for analysis.

Common Positions

- Database Developer
- Database Administrator
- Business Intelligence Specialist
- Data Architect
- Data Warehouse Specialist

IT WORKER	IT USER
Take business requirements and design, develop, test, implement organization databases. Administer organization databases to include schema development, performance tuning and integration between different business applications.	Using standard or Custom-Off-the-Shelf (COTS) or SaaS data query tools, write data query scripts to extract business data from the data warehouse. Use ad-hoc data query tools to extract business data from the data warehouse.
Practices architectural techniques and tools for achieving consistent access to and delivery of data across the spectrum of data subject areas and data structure types in the enterprise, to meet the data consumption requirements of all applications and business processes.	Use options presented by the application to make configuration changes to user-oriented application behaviors.
Design, test and implement data retrieval methods (including exports, proprietary reports, and database views).	Uses MS Access, Excel or other standard database tool to manage data.
	Interact with applications, through the user interface to accomplish business tasks.

Data Management – Functional Competencies

Knowledge, Skills and Abilities:

- Ensures rigorous application of information security/assurance policies, principles and practices in the delivery of data management services.
- Ensures data recovery, maintenance, data integrity and space requirements are met for physical database through formulations of policies, procedures and standards to ensure effective data management enterprise wide.

Skilled in performing one or more of the following activities:

- Analyzes and defines data requirements and specifications to design, normalize, develop, install and implement databases and data warehouses.
- Maintains, monitors, conducts performance tuning and backup and recovery of databases.
- Installs, configures and maintains database management systems software.
- Analyzes and plans for anticipated changes in data capacity requirements.
- Develops and administers data standards, policies and procedures.
- Develops and implements data mining and data warehousing programs.
- Evaluates and provides recommendations on new database technologies and architectures.
- Conducts data modeling techniques and methodology development.
- Conducts physical schema design of table spaces, rollback segments and data files.
- Provides applications support, performance monitoring, maintaining database backup and recovery environment.
- Performs capacity planning and reporting, configures and manages cloud data services for data management and analytics.
- Provides tools and develops policies and procedures for creating and maintaining the data enterprise model.
- Produces entity relationship diagrams, data flow diagrams, database normalization schemata, logical to physical database mapping, data table parameters, etc.
- Supports the maintenance of metadata infrastructure.
- Coordinates database performance monitoring and tuning tasks including the design of optimization and indexing schemes.
- Design, create, test, performance tune, maintain and monitor data extract, transform and load jobs, extract transform load (ETL).
- Designs and documents ETL data structures, metadata and ETL routines.
- Reviews, tests and provides feedback to proposed data models and architecture relating to ETL requirements.
- Creates, tests and maintains conceptual, logical and physical models for business intelligence.
- Defines and implements enterprise information management strategy.
- Manages and maintains data model repository.
- Creates and maintains Data Definition Language used to create physical data objects.

6. IT POLICY AND PLANNING

Definition

Work that involves a wide range of IT management activities that typically extend and apply to an entire organization or major components of an organization. This includes strategic planning, capital planning and investment control, workforce planning, policy and standards development, resource management, knowledge management and auditing.

Common Positions

- Enterprise Resource Planner
- IT Policy and Planning Analyst
- IT Auditor

IT WORKER	IT USER
Plans, analyzes and leads strategic business initiatives and legislative mandates that require the development, implementation and integration of technology.	Support for executive IT staff in researching, compiling data and drafting documents for developing strategies for the use of available resources, defining departmental needs and priorities, long-range planning, and setting goals and objectives.
Works with service owners and business owners to develop approaches in network design, secure data access and data management to ensure operational resilience and availability.	
Recommend implementing new technology solution to improve a business system; Provide recommendations for IT funding priorities based on organizational goals; Participate in an IT system audit and provide recommendations for improvement; Develop and implement a new policy to mitigate system risks.	Participates as a business user or subject matter expert on agency business projects involving the use of technology to represent the business needs of the organization.

IT Policy and Planning – Functional Competencies

Knowledge, Skills and Abilities:

- Able to align IT investments with the organization's mission (e.g., capital planning and investment control, Enterprise Performance Life Cycle).
- Able to use established analysis, business cases and decision-making processes to evaluate capital investments in IT and IT-alternative investments.
- Able to consider organizational strategic and performance plans to identify specific requirements and capital planning processes to drive the acquisition strategy (e.g., Enterprise Performance Life Cycle).
- Applies knowledge of organization's IT acquisition approach to compare, contrast and evaluate acquisitions.

Skilled in performing one or more of the following activities:

- Evaluates current and emerging best practices in IT relative to the enterprise's strategic plan.
- Acquires feedback from external organizations and end users.
- Establishes and utilizes methodologies to compare and contrast cost, benefits and risks.
- Analyzes cost and economic data to assess quality and communicate meaning to others.
- Evaluates needs and a variety of potential IT based solutions.
- Identifies and designs shared solutions between organizations to leverage technology investments.
- Develops metrics, critical success factors and key indicators to monitor and assess results.
- Develops security plans to protect the confidentiality, integrity and availability of the organization's information, information systems and networks in accordance with policies, procedures and control techniques and organization and federal regulations.

7. NETWORK AND TELECOMMUNICATIONS

Definition

Work that involves the planning, analysis, design, development, testing, configuration, installation, implementation, integration, maintenance and/or management of networked systems used for the transmission of information in voice, data and/or video formats.

Common Positions

- Network Administrator
- Network Analyst
- Network Architect
- Telecommunications Specialist
- Remote Access Administrator

IT WORKER	IT USER
Using network engineering methods, works with consultants and WaTech to design and support agency LAN/WAN infrastructure.	Performs end-user acceptance testing for telecommunication projects. Demonstrating new products to customers. Gathering new requirements for customers.
Using structured language and command line interfaces to navigate, evaluate and design the state network.	Calls vendors to do cabling for networks and phones. Ordering and tracking vendor circuits based on predesigned network requirements.
Design and represent physical and logical network topologies within a database.	Managing warranty and maintenance contracts. Maintain historical records, system support documents and technical diagrams.
Install and configure physical and virtual network components to implement a network design.	Data entry of predesigned network topologies using predefined network elements. Maintain historical records, system support documents and technical diagrams.
Research and evaluation of emerging network equipment, technologies and trends for continual re-alignment and improvement of state network.	
Engineering and designing new telecommunications systems.	

Network and Telecommunications – Functional Competencies

Knowledge, Skills and Abilities:

- Knowledge of capabilities and limitations of data transmission modes and media.
- Knowledge of data transmission concepts, functions and mechanisms.
- Applies network systems knowledge to plan, design and develop systems, and properly deploy systems to support the organization.
- Uses network engineering knowledge in design, operations and security activities.
- Skilled in the acquisition, technical acceptance, installation, testing, modification, or replacement of telecommunications equipment, services and systems.
- Able to analyze missions, plans, organization structure, current and planned infrastructures and other related factors affecting enterprise network requirements.

Skilled in performing one or more of the following activities:

- Evaluates the benefits and limitations of commonly used local wired and wireless voice and data communication architectures, devices and protocols, as well as wide-area voice and data architectures, devices and protocols.
- Coordinates installation, maintenance, troubleshooting, and fine-tuning of the LAN and WAN including all hardware, software, security, telecommunications and networking components.
- Develops, plans and designs for network modifications and enhancements.
- Reviews proposed applications for compatibility and interoperability.
- Analyzes LAN and WAN utilization statistics, performance measures and system profiles to ensure network effectiveness and robustness.
- Identifies potential performance or capacity problems and plans for changes to avert problems.
- Evaluates available enterprise network systems including performance, security, capacity, scalability, cost and other relevant factors; recommends optimal network solutions.
- Identifies and controls all LAN and WAN hardware and software configuration.
- Develops technical standards and procedures for LAN and WAN development, implementation and management.
- Evaluates overall LAN and WAN performance against relevant standards.
- Identifies and implements required corrective actions; devises solutions to prevent future interruptions.

8. IT PROJECT MANAGEMENT

Definition

Work that involves the monitoring or management of technology projects using standard project management techniques. Includes creating projects estimates, reporting, resource and capacity planning.

Common Positions

- IT Project Manager
- IT Program Manager
- IT Project Analyst
- IT Program Analyst
- Product Manager
- IT Release Manager

IT WORKER	IT USER
Leads in the development of strategic vision, roadmaps and release plans for technology projects. Coordinates releases and sprints across different technology work streams and identifies potential technology gaps or collisions.	Supports IT Project in drafting reports, communications and other documentation for Project Manager approval. Maintains status reports and ensures timely distribution.
Reports directly to Executive Sponsor/CIO on project deliverables, resources, budget and overall performance.	Member of a project team participating as a business subject matter expert.
Manages the work of technical teams including project and product backlogs, the tracking and resolution of impediments, develops the key metrics required to monitor implementation success and triages issues in team velocity. Work with business and product owners to reprioritize backlog work items, and adjustments in scope, schedule and budgets.	Compiles, monitors and analyzes budget data for IT Project. Reports regular status and escalates identified issues. Coordinates contracts and purchasing.

IT Project Management – Functional Competencies

Knowledge, Skills and Abilities:

- Able to empower and inspire others to deliver successful change initiatives.
- Able to identify, address and resolve differences between individuals and/or interest groups.
- Able to identify and/or develop frameworks and methodologies to ensure management of change initiatives will be comprehensive and consistent across different initiatives. In this context 'framework' means the parameters, constraints or rules established to standardize delivery.

Skilled in performing one or more of the following activities:

- Selects, develops and manages IT teams.
- Secures necessary resources for change initiatives from internal and/or external providers.
- Manages contracts for the provision of goods and/or services, to monitor compliance, and to manage variances.
- Prepares and maintains change initiative definitions and requirements.
- Determines the best means of satisfying requirements within the context of the change initiative's objectives and constraints.
- Prepares and maintains schedules for activities and events for change initiatives, taking into account dependencies and resource requirements.
- Develops, implements and updates resource allocation plans (other than for finance) for change initiatives, taking into account availabilities and scheduling.
- Develops budgets for change initiatives, control forecast and actual costs against the budgets.
- Identifies and monitors risks (threats and opportunities), plans and implements responses to risks and responds to other issues affecting change initiatives.
- Develops, maintains and applies quality management processes for change initiative activities and outputs.
- Consolidates and documents the fundamental components, schedules, resource requirements, budgets, risks, opportunities and issues, and quality requirements of change initiatives.
- Integrates change initiative outputs into business operations, addresses readiness of users, compatibility of work systems and the realization of benefits.

IT Project Management – Functional Competencies

- Plans and controls the finances of programs or portfolios and their related change initiatives as a means of driving performance and as part of the organization's overall financial management.
- Prepares and maintains overall schedules for resource use in related change initiatives to avoid bottlenecks and conflicting demands and determines sequences of outcomes to enable efficient realization of benefits.
- Establishes and maintains governance structures that define clear roles, responsibilities and accountabilities for governance and delivery of change initiatives that align with organization practice.
- Manages stakeholders, taking into account their levels of influence and particular interests.
- Establishes and manages reviews at appropriate points, during and after change initiatives, to inform governance and provide evaluations of progress, methodologies and continuing relevance.
- Establishes protocols to alter the scope of change initiatives, implementing the protocols when necessary and updating configuration documentation including contracts.
- Gathers independent evidence and validates change initiative is achieving its aims.
- Prepares, gains approval of, refines and updates business cases that justify the initiation and/or continuation of change initiatives in terms of benefits, costs and risks.

9. IT SECURITY

Definition

Work that involves ensuring the confidentiality, integrity, and availability of systems, networks, and data through the planning, analysis, development, implementation, maintenance and enhancement of information systems security programs, policies, procedures and tools.

Common Positions

- Information Systems Security Analyst/Specialist
- Information Systems Security Officer
- Network Security Officer

IT WORKER	IT USER
Evaluate proposed system changes to maintain security and data protection policies.	Administrative rights to grant access to SharePoint, websites, Outlook groups, listservs.
Responsible for conducting security audits and implementing corrective actions.	Reset passwords, manage credentials. Report suspected security compromise.
Develop and execute security policies, plans and procedures; design and implement data network security measures; operate Network Intrusion Detection and Forensics; conduct performance analysis of Information Systems security incidents; develop COOP/DR plans and support certification of Information Systems and Networks.	Program SME assigned to work with IT staff to ensure program requests/requirements can be developed/designed and implemented within IT security and data protection parameters.
Operate and manage all aspects of Information Systems, data availability, integrity, authentication, confidentiality and non-repudiation. Implement and monitor security measures for communication systems, networks, and provide advice that systems and personnel adhere to established security standards and Governmental requirements for security on these systems.	Performs “super-user” functions for an organization line of business area. Ensure data being utilized and shared complies with security programs, policies, procedures and tools.

IT Security – Functional Competencies

Knowledge, Skills and Abilities:

- Ability to promote awareness of security issues among management and ensuring sound security principles are reflected in organizations' visions and goals.
- Skilled in the development and implementation of programs to ensure that systems, network and data users are aware of, understand and adhere to systems security policies and procedures.

Skilled in performing one or more of the following activities:

- Develops policies and procedures to ensure information systems reliability and accessibility and to prevent and defend against unauthorized access to systems, networks and data.
- Conducts risk and vulnerability assessments of planned and installed information systems to identify vulnerabilities, risks and protection needs.
- Conducts systems security evaluations, audits and reviews.
- Develops systems security contingency plans and disaster recovery procedures.
- Participates in network and systems design to ensure implementation of appropriate systems security policies.
- Facilitates the gathering, analysis and preservation of evidence used in the prosecution of computer crimes.
- Assesses security events to determine impact and implementing corrective actions and/or ensures rigorous application of information security/ information assurance policies, principles and practices in the delivery of all IT services.
- Performs penetration testing exercises.

10. SYSTEMS ADMINISTRATION

Definition

Work that involves planning and coordinating the installation, testing, operation, troubleshooting and maintenance of hardware, software systems and systems environment. Includes defining or coordinating common processes or procedures to support IT operations.

Common Positions

- Systems Administrator
- Operating System Administrator
- Storage Administrator
- Email Administrator
- Enterprise Document Management Administrator
- Identity/Access Management Administrator
- Data Center Operations
- Print Manager
- Batch Scheduler

IT WORKER	IT USER
Customizes, configures and extends content management tools used by web content producers.	Develops, publishes and updates web content using content publishing tools, templates, and organization standards and best practices for content publishing.
Analyze, plan, test and implement application configuration changes that include system control data affecting application behaviors, including behaviors that affect integration with other systems.	Participate in testing: as a subject matter expert, functional testing and user acceptance testing.
Designs and prototypes application. Create, maintain and implement source code for application or program.	Business area point of contact for any upgrades or changes made and works with IT technical experts to evaluate potential impacts.
Conduct testing: unit testing of application modules and their changes, integration testing of interaction of application modules and changes, as well as testing the interfaces between systems. Load testing and Regression tests. Respond to findings of tests (troubleshooting and repairing bugs).	Provides technical training to end users.
Develop, prepare and deploy system changes into technology environments (development, test, pre-production, production).	As a SharePoint site owner, maintains and administers the SharePoint site assigned.
Develop system administration automation, monitoring and event handling to identify and rapidly resolve faults in systems.	

Systems Administration – Functional Competencies

Knowledge, Skills and Abilities:

- Ensures information security/assurance policies, principles, practices are an integral element of the operating environment.
- Ability to anticipate and forecast hardware requirements when software needs change.
- Supports decisions to determine when hardware upgrades are required based on emerging software requirements.
- Ensures system availability, functionality, integrity and efficiency, and maintains system configuration.
- Ensures customers receive current versions of supported software as they become available.

Skilled in performing one or more of the following activities:

- Evaluates, selects and installs compilers, assemblers and utilities.
- Integrates hardware and software components within the systems environment.
- Evaluates new systems engineering technologies and their effect on the operating environment.
- Monitors the systems environment to ensure effective performance.
- Manages hardware and software obsolescence.
- Plans and schedules the installation of new or modified hardware, operating systems and software.
- Addresses opportunities and challenges of implementing transformational technology (e.g., virtualization, cloud computing) into the Federal environment.
- Manages accounts, network rights and access to systems and equipment.
- Implements security procedures and tools to ensure rigorous security measures are in place.
- Plans and schedules the installation of new or modified hardware and operating systems and applications software.
- Manages accounts, network rights, and access to systems and equipment.
- Manages systems resources including performance, capacity, availability, serviceability and recoverability.
- Develops and documents systems administration standard operating procedures.
- Resolves hardware/software interface and interoperability problems.
- Maintains systems configuration.
- Monitors and troubleshoots systems availability.
- Recovers data in the event of hardware or software failure.

11. IT VENDOR MANAGEMENT

Definition

Work that manages IT vendors and ensures that all service level agreements (SLAs) or underpinning contracts for IT services across the organization are delivered according to specifications. Work also includes working with IT, business units, and contract managers in identifying and evaluating technology services providers that are consistent with the organizations business strategy and architecture.

Common Positions

- IT Vendor Manager
- SLA Manager
- Vendor Management Analysis

IT WORKER	IT USER
Research different technology, assessing technology for fit within the existing environment, identifying proper technical criteria and requirements for selection.	Contracts specialist who executes contracts in support of IT procurement and purchasing functions for a specialized area (IT) for an organization or an area of an organization. To include analysis of bids for multi-commodity purchase contracts and/or procurement of products, development of specifications and analysis of bids for products and services.
Serves as internal and external contact regarding system and service requirements, coordinates issues across multiple technology disciplines, and serves as the domain expert and an information manager.	Submit standard maintenance and operations work orders to vendors via established procedures, participates in user acceptance testing and/or verifies completion of work with technical staff.
Develops and leads the implementation of all vendor management strategic planning. Oversees contracts, contract management, procurement, vendor relationships and asset management for the IT function. Establishes the standards, procedures and guidelines that direct all aspects of IT vendor management, consistent with procurement and financial policies and controls.	

IT Vendor Management – Functional Competencies

Knowledge, Skills and Abilities:

- Establishes and formalize vendor relationship to create mutually beneficial partnerships.
- Brings about vendor performance and client expectations.
- Recognizes, monitors and manages vendor risk to the organization.
- Coordinates and oversees vendor relationships, contracts, performance and risks.
- Balances contractual requirements against expectations to ensure both stakeholders and vendors work toward a common understanding of outcomes.
- Partners in the evaluation and negotiation of vendor contracts.

Skilled in performing one or more of the following activities:

- Monitors and maintains vendor contracts and outcomes.
- Measures and reports vendor progress on deliverables to senior/executive staff or project manager.
- Mediates disputes and differences of opinion.
- Leverages metrics, dashboards and scorecards; extracts data from each quadrant of the life cycle, analyzes and uses data to oversee vendor performance.
- Establishes rules of engagement, guidelines and principles by which actions can be taken.
- Establishes the appropriate governance structures to drive vendors to deliver the appropriate products and services to the required level of quality and risk, at the required time, place and at the right price.
- Responsible for vendor performance, monitors and mitigates vendor risks, and maintains vendor relationships.

12. QUALITY ASSURANCE (QA)

Definition

Work that involves monitoring the software engineering processes and methods used to ensure quality. QA is a supporting process that has to provide the independent assurance in which all the work products, activities and processes comply with the predefined plans. The methods by which this is accomplished are varied and may include ensuring conformance to one or more standards such as ISO 9000 or a model such as CMMI. QA encompasses the entire software development process, which includes process such as requirements definition, software design, coding, source code control, code reviews, software configuration management, testing, release management and product integration.

Common Positions

- Application Testing Analyst
- Software Quality Assurance Tester
- Software Quality Assurance Specialist
- IT Project Quality Assurance Specialist
- Quality Assurance Manager
- Quality Assurance Analyst
- Testing Analyst (Development Unit testing); Functional, non-functional, integration, destructive, test automation
- Test Manager
- Configuration Manager
- Release Manager
- Information Assurance Analyst/Specialist

IT WORKER	IT USER
Analyzes business requirements, design documents for completeness and testability. Develops test plans, test scenarios, test cases, test data and test scripts for different types of testing activities.	Performs end-user acceptance testing.
Develops quality assurance plans by conducting hazard analyses; identifying critical control points and preventive measures; establishing critical limits, monitoring procedures, corrective actions and verification procedures; monitoring inventories.	Submits work requests for bug fixes or system enhancements.
Manage source code control and stored procedures between development lifecycles utilizing team foundation service (TFS). Manages application control through whitelisting, system center configuration manager (SCCM) packages, updates and version control. Partners with test leads and architects to develop and establish Quality Assurance standards and best practices.	Provides business user requirements for new or enhanced applications.

Quality Assurance (QA) – Functional Competencies

Knowledge, Skills and Abilities:

- Able to apply various assurance assessment methods (such as validation of security requirements, risk analysis, threat analysis, vulnerability assessments and scans, and assurance evidence) to determine if the software/system being assessed is sufficiently secure within tolerances.
- Able to execute multiple phases of test, including system, regression and user acceptance testing.
- Able to establish and specify the required or desired level of assurance for a specific software application, set of applications, or software-reliant system.

Skilled in performing one or more of the following activities:

- Provides quality assurance support to the development, maintenance or enhancement of systems through testing, problem reporting and analysis, and participation in system implementation.
- Analyzes system requirements and creates test data and test plans to ensure that new and revised systems meet the customers' needs.
- Works with users, system analysts, designers and programmers to create and analyze various required project documents.
- Participates in production implementation verification and validating system quality.
- Plans, documents, evaluates and tracks testing results to ensure system applications are free from defects.
- Communicates and interacts with appropriate areas on problems, changes and enhancements that may affect data, workflow and/or functionality within IT software.
- Complies with standards of the software development life cycle and follows strategies, plans and procedures within IT software.
- Plans, prioritizes all test-related tasks.
- Writes test strategies and scripts.
- Reviews test plans against business requirements.
- Reviews code.
- Uses tools such as bug-tracking database or versioning systems.
- Provides tool and documentation support for assurance assessment activities.
- Researches, analyzes and recommend best practices for assurance assessment methods and techniques.
- Maintains a test documentation library.
- Uses automated test tools to assess quality of software.
- Uses technical tools (such as SQL Queries, file managers) to create and manage test data, and analyzes test results.

References



ONLINE TECHNICAL DEFINITIONS

Use the link below for clarification on technical terms.

The Gartner Information Technology (IT) Glossary may be found at <http://www.gartner.com/it-glossary/a>. Click on the desired letter of the alphabet to be routed to the information you seek.

IT POSITION EVALUATION TOOL AND INCLUSION CRITERIA TERMS

Definitions for the terms below are found in the [Glossary of Classification Terms](#):

- Complexity of Work
- Coordinate
- Direct the Work of Others
- Independent
- Judgment
- Lead

Individual Contributor – Non-management; does not work as a formal lead or supervisor.

Level of Supervision Required – Refer to the Glossary of Classification Terms.

Paramount (principal) Requirement – The requirement for a job that has chief importance above other requirements; the skills that are paramount to a given job the prospective incumbent must have in order to successfully fill the job. Example: “The job requires customer service skills but the paramount requirement of the job (the need the incumbent is primarily hired for) has to do with their level of knowledge in Information Security.”

Problem – A cause of one or more Incidents. (An Incident is defined as an unplanned interruption or reduction in quality of an IT service) (Source: ITIL).

IT Para-Professional – An IT worker who performs some of the duties of an IT professional or technician in a supportive role, which usually require less formal training, education and/or relevant experience normally required for professional or technical status. Typically performs operational tasks according to prescribed procedures and under the general supervision of an IT professional.

Professional – Performs work that requires consistent application of advanced knowledge usually acquired through a college degree in a recognized field, work experience, or other

specialized training. Exercises discretion and independent judgment when performing assignments.

Public – Citizens, students and/or other non-employee individuals served by a given system.

Public Health, Safety and/or Benefit Delivery Systems – State systems that impact the health, safety and/or delivery of benefits (distribution of funds) to the public.

Public Impact - Includes revenue or payment collection systems/systems that collect funds (excluding public health, safety or benefit delivery systems).

Single Point of Failure – Position with singular responsibility or unique knowledge and no redundancies (no other positions that can perform work).

Standard Analysis – Analysis of problems that do not deviate from established routines/protocols for the given area of assignment.

Subject Matter Expert – A subject matter expert (SME) provides the knowledge and expertise in a specific subject. A SME has proficiency in his or her subject and guides other professionals to ensure the content is accurate. The proficiency generally comes from education and experience. SME's come from academic, technical and vocational fields. They may work on different types of projects and have slightly different duties, but their role is essentially to ensure the facts and technical details are correct.

IT INDUSTRY DESCRIPTIONS OF WORK

This section is designed to give evaluators a sense of what many of the IT terms or fields of study may entail. It was collected from various industry sources and reviewed by the Office of the Chief Information Officer (OCIO).

Applications Programming - Writing of computer programs to perform a specific task or purpose.

Applications Systems Analysis - Involves analyzing, designing and implementing information systems.

Build/Release Engineering - A sub-discipline in software engineering concerned with the compilation, assembly and delivery of source code into finished products or other software components. Associated with the software release life cycle. Modern release engineering is concerned with several aspects of software production: Identifiability or being able to identify all of the source, tools, environment and other components that make up a particular release; reproducibility or the ability to integrate source, third party components, data and deployment external of a software system in order to guarantee operational stability; consistency or the mission to provide a stable framework for development, deployment, audit and accountability for software components; agility or the ongoing research into what are the repercussions of modern software engineering practices on the productivity in the software cycle, i.e. continuous integration and push on green initiatives.

Business Intelligence (BI) - A set of theories, methodologies, architectures and technologies that transform raw data into meaningful and useful information for business purposes. BI can handle enormous amounts of unstructured data to help identify, develop and otherwise create new opportunities. BI, in simple words, makes interpreting voluminous data friendly. Generally, BI is made up of an increasing number of components. These include denormalization, tagging and standardization, real time reporting with analytical alert, interface with unstructured data source, group consolidation, budgeting and rolling forecast, statistical inference and probabilistic simulation, key performance indicators optimization, version control and process management, and open item management. BI technologies provide historical, current and predictive views of business operations. Common functions of business intelligence technologies are reporting, online analytical processing, analytics, data mining, process mining, complex event processing, business performance management, benchmarking, text mining, predictive analytics and prescriptive analytics.

Cloud Computing - A model of IT deployment whereby a provider delivers an IT solution as platform virtualization (Platform as a Service, PaaS); or as an application to customers for use as a service on demand (Software as a Service, SaaS); or infrastructure/resources (Infrastructure as a Service, IaaS).

Cloud Computing Architecture - The planning, design and engineering of enterprise-level infrastructure and platforms related to cloud computing. Cloud computing is a model of IT deployment whereby a provider delivers an IT solution as platform virtualization (Platform as a Service, PaaS); or as an application to customers for use as a service on demand (Software as a Service, SaaS); or infrastructure/resources (Infrastructure as a Service, IaaS).

Computer Network or Data Network - A telecommunications network that allows computers to exchange data. In computer networks, networked computing devices pass data to each other along data connections. The connections (network links) between nodes are established using either cable media or wireless media. The best-known computer network is the Internet. Network computer devices that originate, route and terminate the data are called network nodes. Nodes can include hosts such as personal computers, phones and servers as well as networking hardware. Two such devices are said to be networked together when one device is able to exchange information with the other device, whether or not they have a direct connection to each other. Computer networks support applications such as access to the World Wide Web, shared use of application and storage servers, printers and fax machines, and use of email and instant messaging applications. Computer networks differ in the physical media used to transmit their signals, the communications protocols to organize network traffic, the network's size, topology and organizational intent.

Computer Programming - A process that leads from an original formulation of a computing problem to executable programs. It involves activities such as analysis, understanding, and generically solving such problems resulting in an algorithm, verification of requirements of the algorithm including its correctness and its resource consumption, implementation (commonly referred to as coding) of the algorithm in a target programming language, testing, debugging and maintaining the source code, implementation of the build system and management of derived artifacts such as machine code of computer programs. The algorithm is often only represented in human-parsable form and reasoned about using logic. Source code is written in one or more programming languages (such as C, C++, C#, Java, Python, Smalltalk, JavaScript, etc.). The purpose of programming is to find a sequence of instructions that will automate performing a specific task or solve a given problem. The

process of programming often requires expertise in many different subjects, including knowledge of the application domain, specialized algorithms and formal logic.

Computer Security (also known as cyber security or IT security) - Information security as applied to computing devices such as computers and smartphones, as well as computer networks such as private and public networks, including the Internet as a whole. The field covers all the processes and mechanisms by which computer-based equipment, information and services are protected from unintended or unauthorized access, change or destruction. Computer security also includes protection from unplanned events and natural disasters.

Configuration Management (CM) - A systems engineering process for establishing and maintaining consistency of a product's performance, functional and physical attributes with its requirements, design and operational information throughout its life. The CM process is widely used by organizations to manage complex information systems, IT service management and with other domain models.

Data Architecture - Sets data standards for all its data systems as a vision or a model of the eventual interactions between those data systems. Data architecture, in part, describes the data structures used by a business and its computer applications software. Data architectures address data in storage and data in motion; descriptions of data stores, data groups and data items; and mappings of those data artifacts to data qualities, applications, locations etc.

Data Center Operations - Work in supporting a facility used to house computer systems and associated components, such as telecommunications and storage systems. It generally includes redundant or backup power supplies, redundant data communications connections, environmental controls (e.g., air conditioning, fire suppression) and various security devices. Large data centers are industrial scale operations.

Data Management - The development and execution of architectures, policies, practices and procedures that properly manage the full data lifecycle needs of an enterprise.

Data Modeling - Used in software engineering in two related senses: 1) It is a description of the objects represented by a computer system together with their properties and relationships; these are typically "real world" objects such as products, suppliers, customers, etc. and 2) It means a collection of concepts and rules used in defining data models (for example the network model uses records, sets, and fields). Data models are

often used as an aid to communication between the business people defining the requirements for a computer system and the technical people defining the design in response to those requirements. They are used to show the data needed and created by business processes. Uses a set of symbols and text to precisely explain a subset of real information to improve communication within the organization and thereby lead to a more flexible and stable application environment. A data model explicitly determines the structure of data. Data models are specified in a data modeling notation, which is often graphical in form. A data model can be sometimes referred to as a data structure, especially in the context of programming languages. Data models are often complemented by function models, especially in the context of enterprise models.

Data Stewardship - Involves the development of processes, policies, guidelines and responsibilities for administering organizations' entire data in compliance with business and/or regulatory obligations. A data steward ensures that there are documented procedures and guidelines for data access and use. A Data Steward's responsibility stems from an understanding of the business domain and the interaction of business processes with data entities/elements. May share some responsibilities with a data custodian, as well as work with database/warehouse administrators and other related staff to plan and execute an enterprise-wide data governance, control and compliance policy. Serves as the primary point of responsibility, accountability and activity for the assessment, improvement and governance of quality and ongoing fitness-for-purpose of an organization's critical data assets.

Data Warehousing - The application of a database for reporting and data analysis. It is the process of gathering, cleaning and integrating data from various sources, usually from long-term existing operational systems. A data warehouse maintains a copy of information from the source transaction systems. This architectural complexity provides the opportunity to congregate data from multiple sources into a single database so a single query engine can be used to present data. Mitigate the problem of database isolation level lock contention in transaction processing systems caused by attempts to run large, long running, analysis queries in transaction processing databases. Maintain data history, even if the source transaction systems do not. Improve data quality, by providing consistent codes and descriptions, flagging or even fixing bad data. Present the organization's information consistently. Restructure the data so that it makes sense to the business users. Restructure the data so that it delivers excellent query performance, even for complex analytic queries, without impacting the operational systems.

Database - A collection of data or information organized for rapid search and retrieval, especially by a computer. Databases are structured to facilitate storage, retrieval, modification and deletion of data in conjunction with various data-processing operations. A database consists of a file or set of files that can be broken down into records, each of which consists of one or more fields. Fields are the basic units of data storage. Users retrieve database information primarily through queries. Using keywords and sorting commands, users can rapidly search, rearrange, group and select the field in many records to retrieve or create reports on particular aggregates of data according to the rules of the database management system being used.

Database Administration - The whole set of activities performed by a database administrator (DBA) to ensure that a database is always available as needed. Other closely related tasks and roles are database security, database monitoring and troubleshooting, and planning for future growth. Ensuring that only authorized users have access to the database and fortifying it against any external, unauthorized access. Tweaking any of several parameters to optimize performance, such as server memory allocation, file fragmentation and disk usage. Ensure the database has adequate backup and recovery procedures in place to recover from any accidental or deliberate loss of data. DBAs are frequently called upon to generate reports by writing queries, which are then run against the database.

Database Engineering - A systematized collection of data that can be accessed immediately and manipulated by a data-processing system for a specific purpose.

Database Management - Involves defining new data structures for a database; removing data structures from the database; modifying the structure of existing data; updating the database, which may include inserting, modifying and deleting data; data retrieval which includes obtaining information either for end-user queries and reports or for processing by applications; registering and monitoring users; enforcing data security; monitoring performance; maintaining data integrity; dealing with concurrency control; and recovering information if the system fails.

Database Programming - The design, implementation, access and maintenance of complex data. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, and integration of systems through database design.

Enterprise Architecture (EA) - A well-defined practice for conducting enterprise analysis, design, planning and implementation, using a holistic approach at all times, for the successful development and execution of strategy. Enterprise architecture applies architecture principles and practices to guide organizations through the business, information, process and technology changes necessary to execute their strategies.

Enterprise Process Architecture - Enterprise-wide data/information architecture, which maps to the enterprise architecture and balances the need for access against security and performance requirements.

Geographic Information System (GIS) - A computer system designed to capture, store, manipulate, analyze, manage and present all types of geographical data.

GIS Data Architecture - The development and implementation of geographic information system GIS solutions and standards.

GIS Software Development - Involves the design development, coding, testing and debugging of new GIS software or significant enhancements to existing software.

Groupware Analysis - The assessment, support and maintenance of software that integrates work on a single project by several concurrent users at separated workstations. It is software that can be used by a group of people who are working on the same information but may be distributed in space software, software package, written programs or procedures or rules and associated documentation pertaining to the operation of a computer system that are stored in read/write memory.

Hardware Design Engineering- The research, design, development and testing of computer hardware.

Information Systems Administration and Planning - A term commonly used to refer to the study of how individuals, groups and organizations evaluate, design, implement, manage and utilize systems to generate information to improve efficiency and effectiveness of decision making, including systems termed decision support systems, expert systems and executive information systems. It is concerned with making the planning process for IT investments and decision-making a quicker, more flexible and more thoroughly aligned

process. IT planning has become an overarching discipline within the Strategic Planning domain in which enterprise architecture is one of several capabilities.

Information Systems Auditing - An examination of the management controls within an IT infrastructure. The evaluation of obtained evidence determines if the information systems are safeguarding assets, maintaining data integrity and operating effectively to achieve the organization's goals or objectives.

Information Technology IT Maintenance – The preventative, diagnostic, updating, replacement and repair procedures performed to information technology systems as assigned.

Information Technology Architecture- The process of development of methodical information technology specifications, models and guidelines, using a variety of Information Technology notations, for example UML, within a coherent Information Technology architecture framework, following formal and informal Information Technology solution, enterprise and infrastructure architecture processes. It is the practice for conducting enterprise analysis, design, planning and implementation, using a holistic approach at all times, for the successful development and execution of strategy.

Information Technology Infrastructure Development - Consists of the design, acquisition and/or deployment of equipment, systems, software and services used in common across an organization, regardless of mission/program/project. IT Infrastructure also serves as the foundation upon which mission/program/project-specific systems and capabilities are built.

Infrastructure Development - Work involving the physical hardware used to interconnect computers and users. Infrastructure includes transmission media that refers to telephone lines, cable television lines, and satellites and antennas, and the routers, aggregators, repeaters, and other devices that control transmission paths. Infrastructure also includes the software used to send, receive, and manage the signals transmitted including telephone lines, cable television lines, and satellites and antennas, and the routers, aggregators, repeaters and other devices that control transmission paths. Infrastructure also includes the software used to send, receive and manage the signals transmitted.

Internet Engineering - A discipline where individuals "build" the Internet. Since the Internet represents a decentralized network of computers and servers, where an engineer works and in what capacity depends on the demands of the Internet, which can change rapidly as

technology and user interest change. Work includes the development of protocol standards for communications, while at the same time working on a more local level to enact technologies and protocols on particular hardware configurations. Engineers work to build hardware structures to make sure the Internet functions as a decentralized network where people can communicate at any time. This requires planning and laying out physical Internet connections that serve as the "backbone" of the Internet. This also requires maintaining local network servers, planning wireless network hotspots and designing high-volume data centers.

IT Asset Administration or IT Asset Management (ITAM) - The set of business practices that join financial, contractual and inventory functions to support life cycle management and strategic decision making for the IT environment. Assets include all elements of software and hardware that are found in the business environment.

IT Inventory Management - An important part of an organization's strategy. It usually involves gathering detailed hardware and software inventory information that is used to make decisions about hardware and software purchases and redistribution. IT inventory management helps organizations manage their systems more effectively and saves time and money by avoiding unnecessary asset purchases and promoting the harvesting of existing resources. Organizations that develop and maintain an effective IT inventory management program further minimize the incremental risks and related costs of advancing IT portfolio infrastructure projects based on old, incomplete and/or less accurate information.

IT Change Management Analysis - The process of planning for an IT investment. This typically includes a detailed review of the cost, benefits, and training impacts of new automation. Most technology investments take several years to return value to an organization. This time frame is known as a return on investment (ROI) calculation. Technology change management uses ROI algorithms to determine the benefits of new technology.

IT Quality Assurance (QA) - The processes and procedures that systematically monitor different aspects of a service, process or facility to detect, correct and ensure that quality standards are being met. QA is applied to software to verify that features and functionality meet business objectives and that code is relatively bug free. QA refers to administrative and procedural activities implemented in a quality system so that requirements, service or activity standards will be met. It is the systematic measurement, comparison with a standard, monitoring of processes and an associated feedback loop that confers error prevention.

IT Service Performance Management - A concept employed within the discipline of IT service management. In practice, it generally refers to the monitoring and measurement of relevant performance metrics to assess the performance of IT resources. It can be used in both a business or IT Management context, and an IT Operations context. Companies who offer IT performance management tools include Xangati, TeamQuest, IBM, CA, BMC, Sightline Systems, SevOne and HP Software Division.

IT Systems Programming - The development and management of programs (codes) that are a part of an operating system.

Middleware - The software, tools and technologies which sit "in-the-middle", between two or more systems used by Middleware analysts; the purpose being to enable two systems to communicate and share information. Middleware analysts are computer software engineers with a specialization in products that connect two different computer systems together.

Middleware Architecture - Can be described as "software glue". Middleware makes it easier for software developers to perform communication and input/output, so they can focus on the specific purpose of their application. It is computer software that provides services to software applications beyond those available from the operating system.

Mobile Application Development - The process by which application software is developed for low-power handheld devices, such as personal digital assistants, enterprise digital assistants or mobile devices.

Network Administration - Keeping track of resources in the network and how they are assigned. It includes all the "housekeeping" that is necessary to keep the network under control. Design, installation and evaluation of the network; execution and administration of regular backups; creation of precise technical documentation, such as network diagrams, network cabling documents, etc.; provision for precise authentication to access network resources; provision for troubleshooting assistance; administration of network security, including intrusion detection.

Network Architecture - The design of a communications network. It is a framework for the specification of a network's physical components and their functional organization and configuration, its operational principles and procedures, as well as data formats used in its operation.

Network Engineering - The field concerned with internetworking service requirements for switched telephone networks, computer networks, or developing telecommunication network topologies and developing the required hardware and software.

Network Operations - Activities typically performed in a Network Operations Center (NOC). NOCs are implemented by organizations that oversee complex networking environments that require high availability. NOC personnel are responsible for monitoring one or many networks for certain conditions that may require special attention to avoid degraded service. Organizations may operate more than one NOC, either to manage different networks or to provide geographic redundancy in the event of one site becoming unavailable. In addition to monitoring internal and external networks of related infrastructure, NOCs can monitor social networks to get a head-start on disruptive events.

Network Planning Analysis - Planning for future acquisitions and technologies, analysis and development of resource utilization profiles, determining growth trends, making projections on future growth and calculating computer system capacity necessary to support anticipated growth.

Operating Systems Programming - Uses a collection of software that manages computer hardware resources and provides common services for computer programs. The operating system is an essential component of the system software in a computer system. Application programs usually require an operating system to function. The primary distinguishing characteristic of systems programming when compared to application programming is that application programming aims to produce software which provides services to the user, whereas systems programming aims to produce software which provides services to the computer hardware (e.g. disk defragmenter). It requires a greater degree of hardware awareness.

Outsourcing Technical Management - In an outsourcing environment, works with service providers to ensure the in-scope technical solutions are consistent with the enterprise's business strategy and architecture. Works closely with business unit performance managers and quality assurance staff to review service provider problems, to analyze and validate the accuracy of information and the feasibility of solutions. May troubleshoot performance issues and resolve problems with service providers. Understands the value of technology in the enterprise's business processes, works with service providers to identify opportunities for innovation, cost reduction and improved efficiencies and reviews service provider solutions. In addition, this role provides input into the in-scope technical architecture for outsourcing projects.

Process Change Management - Provides a clearly defined procedure to submit, review, approve and schedule requests for needed outages. The focus of this process is ensuring that changes to the IT environment are carefully considered and reviewed to minimize the impact on users and existing services. This process also provides a mechanism for communicating, scheduling, and coordinating changes. Can also be technology change management that is the process of planning for an IT investment. This typically includes a detailed review of the cost, benefits and training impacts of new automation for the organization.

Product Engineering - Usually entails activity dealing with issues of cost, quality, performance, reliability, serviceability and user features. These product characteristics are generally all sought in the attempt to make the resulting product attractive to its intended market. It includes design, development and transitioning to product. The term encompasses developing the concept and the design and development of software components.

Quality Engineering - Integrates methods and tools from Enterprise architecture-management, software-product management, IT service management, software engineering and systems engineering, and from software quality management and information security management. This means that quality engineering goes beyond the classic disciplines of software engineering, information security management or software product management since it integrates management issues (such as business and IT strategy, risk management, business process views, knowledge and information management, operative performance management), design considerations (including the software development process, requirements analysis, software testing) and operative considerations (such as configuration, monitoring, IT service management).

SEA Middleware - A systems engineering and software used in the Defense, Transport and Aerospace markets and covers sensors, communications and high-integrity systems. Middleware are software, tools and technologies used by Middleware analysts and sit "in-the-middle", between two or more systems; the purpose being to enable two systems to communicate and share information.

Social Networking – Information technology involves communication tools that typically handle the capturing, storing and presentation of communication, usually written, but increasingly including audio and video as well. Interactive tools handle mediated interactions between a pair or group of users. They focus on establishing and maintaining a connection among users, facilitating the mechanics of conversation and talk by the use of

social software. By this, we mean software that makes collaborative behavior, the organization and molding of communities, self-expression, social interaction and feedback possible for individuals. Another important element of existing definition of social software is it allows structured mediation of opinion between people, in a centralized or self-regulating manner.

Software Architecture - A term that can be defined as the set of structures needed to reason about the software system, which comprises the software elements, the relations between them and the properties of both elements and relations. The term software architecture also denotes the set of practices used to select, define or design software architecture and often denotes the documentation of a system's "software architecture". Documenting software architecture facilitates communication between stakeholders, captures early decisions about the high-level design and allows reuse of design components between projects.

Software Development - The computer programming, documenting and testing involved in creating and maintaining applications and frameworks involved in a software release life cycle and resulting in a software product. The term refers to a process of writing and maintaining the source code, but in a broader sense of the term, it includes all that is involved between the conception of the desired software through to the final manifestation of the software, ideally in a planned and structured process. Therefore, software development may include research, new development, prototyping, modification, reuse, re-engineering, maintenance, or any other activities that result in software products.

Software Engineering - The study and application of engineering to the design, development and maintenance of software.

Storage Management Administration - Encompasses the technologies and processes organizations use to maximize or improve the performance of their data storage resources. It's a broad category that includes virtualization, replication, mirroring, security, compression, traffic analysis, process automation, storage provisioning and related techniques.

Strategic Information Technology Consulting - A specialized field focusing on advising business partners on how best to use information technology to meet their business objectives.

Systems Administration - The activities performed by a system administrator (or "admin", "sysadmin", "site admin") such as monitoring security configuration, managing allocation of user names and passwords, monitoring disk space and other resource use, performing backups and setting up new hardware and software.

Systems Analysis - The study of sets of interacting entities, including computer systems analysis. According to the Merriam-Webster dictionary, systems analysis is "the process of studying a procedure or business in order to identify its goals and purposes and create systems and procedures that will achieve them in an efficient way". Analysis and synthesis, as scientific methods, always go hand in hand; they complement one another. Every synthesis is built upon the results of a preceding analysis and every analysis requires a subsequent synthesis in order to verify and correct its results.

Systems Architecture - The establishment and implementation of standards and guidelines that guide the design of technology solutions including architecting and implementing solutions requiring integration of multiple platforms, operating systems and applications across the enterprise.

Systems Development - Includes the initial conception, requirements definition, outline design, detailed design, programming, testing, implementation, maintenance and modification; sometimes includes additional activities such as manual procedures design and staff training.

Systems Engineering - The process by which information systems are designed, developed, tested and maintained.

Technical Business Process Analysis - Involves the formulating and defining of a systems scope and objectives through research and fact-finding, develops or modifies moderately complex information systems. Work includes analysis of business and user needs, documenting requirements and revising existing system logic difficulties as necessary.

Technical Business Systems Analysis - The development of a computer-based information system includes a systems analysis phase that produces or enhances the data model which itself is a precursor to creating or enhancing a database. There are a number of different approaches to system analysis. When a computer-based information system is developed, systems analysis would constitute the following steps: 1) The development of a feasibility study, involving determining whether a project is economically, socially, technologically and

organizationally feasible. 2) Conducting fact-finding measures, designed to ascertain the requirements of the system's end-users. These typically span interviews, questionnaires, or visual observations of work on the existing system. 3) Gauging how the end-users would operate the system, what the system would be used for and so on.

Technical Project Management - IT project management is the process of planning, organizing and delineating responsibility for the completion of organizations' specific IT goals. Technical project management involves managing the master schedule and designing, collecting, analyzing metrics, and conducting trend analysis. Work includes assessing policy needs and developing policies for the software lifecycle management process, and software development strategies; as well as, establishing testing procedures and selecting new hardware and software to be tested for the purpose of enhancing technology access, software compatibility and effectiveness.

Telecommunication Analysis - The science of assessing, planning and designing the networks and technology of sending and receiving information such as sound, visual images, or computer data over long distances through the use of electrical, radio, or light signals, using electronic devices to encode the information as signals and to decode the signals as information.

Telecommunications Engineering - An engineering discipline that brings together electrical engineering with computer science to enhance telecommunication systems. The work ranges from basic circuit design to strategic mass developments.

Web Administration - The back end of Web development. Administrators keep the Web servers up and running, make sure the hosting continues to work; the servers are secure and keep track of the logs. Typically includes the selection, installation, configuration and administration of core Web site software (Web servers, FTP servers, media servers, load balancers, DNS, etc.), tools and services (monitoring, log management, performance management, security scanning, deployment management, configuration management, disaster recovery, traffic analysis) and writing programs for automation where needed.

Web Application Development - The process and practice of developing web applications. A web application or web app is any application software that runs in a web browser or is created in a browser-supported programming language (such as the combination of JavaScript, HTML and CSS) and relies on a common web browser to render the application.

Web Content Management - The process of researching, writing, gathering, organizing and editing information for publication on web sites. Web site content may consist of prose, graphics, pictures, recordings, movies or other digital assets that could be distributed by a hypertext transfer protocol server and viewed by a web browser.

Web Design - The planning and creation of websites. This includes the information architecture, user interface, site structure, navigation, layout, colors, fonts and imagery. All of these are combined with the principles of design to create a website that meets the strategic needs of the organization.

Web Software Development - The programming, documenting and testing involved in creating and maintaining web applications and frameworks involved in a software release life cycle and resulting in a web software product. The term refers to a process of writing and maintaining the source code, but in a broader sense of the term it includes all that is involved between the conception of the desired software through to the final manifestation of the software, ideally in a planned and structured process. Therefore, software development may include research, new development, prototyping, modification, reuse, re-engineering, maintenance, or any other activities that result in software products.

Webmaster - Accountable for the design, upgrading, enhancement, maintenance, availability and effectiveness of technical functionality and content for one or more Web sites of the enterprise. Coordinates the publishing of Web site content, user interface, look/feel and level of specificity to suit a wide range of needs. Responsible for working closely with marketing and systems teams to coordinate content, developing on-going site structure and updates. Primary focus is generally on gathering requirements that relate to the organization's business objectives relative to site audiences and continuous content updates and site upgrades to enhance site hits/visits.

Supervisory vs. Managerial Tasks

Since the terms “manager” and “supervisor” sometimes are confused with each other, below is a matrix with a brief explanation of the differences.

Task	Supervisor	Manager
Planning	<ul style="list-style-type: none"> • Short term (less than one year) • Planning work flow, staffing and service delivery • Establishing staff schedules • Day to day operations and assignment of work 	<ul style="list-style-type: none"> • Long term (typically greater than one year) • Strategic, makes senior management-level decisions or recommendations that significantly influence important organization level policies or programs • Identifying assets, resources and people needed in the future
Organizing	<ul style="list-style-type: none"> • Task assignment • Daily work coordination • Close to the work and the people, may be considered a working supervisor 	<ul style="list-style-type: none"> • Determining outcomes and resources needed to achieve long-term goals, while aligning and allocating them in a constructive way • Removed from day-to-day operations
Leading	<ul style="list-style-type: none"> • Training and development • Evaluating performance • Taking corrective action • Make recommendations to higher level management • Provide guidance and approve deviation from established guidelines, policies, procedures, and work methods • Provide information to senior managers and feedback on workload impacts, time lines, and business needs 	<ul style="list-style-type: none"> • Setting goals and directions • Making sure people know what to do and how to do it • Defining why the organization exists • The higher a manager is in an organization, the more involvement the position has in defining the mission and purpose at a strategic level • Encouraging and influencing people to adopt the organization’s purpose • Participates in the grievance process or effectively recommend solutions
Controlling	<ul style="list-style-type: none"> • Checking and correcting work • Monitoring day-to-day operations • Ensures use of established guidelines, policies, procedures, and work methods • Coaching, mentoring and initial corrective action steps 	<ul style="list-style-type: none"> • Reviewing results compared to the business plan and mission • Initiates and participates in corrective and/or formal disciplinary action to improve performance

IT Manager Quick Reference Guide

Factor	IT Manager	Senior IT Manager
General Factors	<p>Positions responsible for designated IT activities within an assigned area involving one or more specialized IT Job families.</p> <p>Performs a combination of staff supervision and management functions including delegated authority to:</p> <ul style="list-style-type: none"> • Develop goals and objectives • Develop timetables and work plans to achieve targeted goals and objectives • Control allocation of resources • Adjust budget allotments and authorize expenditures • Set and adjust priorities • Evaluate unit effectiveness • Supervise assigned staff 	<p>Senior IT manager position responsible for directing a broad scope IT functions, IT specialty areas or activities within an organization.</p> <p>Duties include managing IT services across multiple IT functions and/or job families or across an entire IT Services organization.</p> <p>Positions have delegated authority to perform such functions as:</p> <ul style="list-style-type: none"> • Planning and setting IT organization direction and resource management. • Serving as technical executive sponsors for medium to large IT projects. • Approving large, complex organization-wide IT projects involving multiple job families or IT specialty areas. • Conducting capacity planning • Making technical recommendations to executive management to address changes in technology or IT services for an IT organization. • Speaking on behalf of and make binding decisions for the organization.

Factor	IT Manager	Senior IT Manager
		<ul style="list-style-type: none"> Managing and monitoring IT Services budgets.
Exclusions	<p>Manager positions not requiring professional technical competence in an IT job family.</p>	<p>Senior managers who manage non-technical functions within an IT services department such as HR, budget or procurement.</p> <p>Manager positions serving as nontechnical sponsors of IT Project teams.</p>
Position Scope - Job Focus	<p>Management focus primarily involves tactical issues with an appropriate consideration of the strategic implications of decisions.</p> <p>Manages operations of assigned IT systems, services or functions. Requires technical detail and use of IT profession based knowledge and skills.</p>	<p>Management focus primarily involves long term and strategic planning with appropriate level of tactical involvement.</p> <p>Senior manager responsible for IT services across multiple job families or functions for an organization.</p>
Level of Work	<p>Provides management oversight of operations within an assigned area of responsibility. Typically assigned to manage a single designated specialty area such as IT Network Services.</p> <p>Conducts workforce analysis and prepares short- and long-range plans (typically 1-3 years) for assigned area of responsibility. Establishes tactical and operational priorities.</p>	<p>Provides senior management of IT services involving extensive executive management involvement. Provides overall strategic direction and highest-level technical guidance to IT staff to resolve critical issues. Prepares decision packages.</p> <p>Responsible for developing the vision and designing, deploying and enhancing IT services support for the organization.</p>

Factor	IT Manager	Senior IT Manager
	<p>Work generally extends beyond day-to-day operations and more towards influencing long-range outcomes.</p> <p>Provides expert technical guidance and advice to IT specialists and other unit personnel, and approves or makes recommendations to staff to resolve issues.</p> <p>Prepares budget information and biennial budget requests. Reviews budget allotments and expenditures.</p> <p>Conducts annual reviews of assigned services or functions and initiates new or revised IT policies, procedures or methods as needed.</p>	<p>Makes strategic decisions including implementing initiatives across multiple divisions or across the agency/higher education institution.</p> <p>Provides the highest level of technical IT expertise to manage a broad scope of IT functions, services or activities. Provides management oversight to multiple IT services or functional areas and functional teams support agency-level applications and services. Prepares activity and progress reports.</p>
Effect of Work	<p>Work affects the development and implementation of IT services or functions for a business area, division, region, or academic college.</p> <p>Work directly affects the technical work performed by IT staff in the assigned area of responsibility.</p>	<p>Work affects IT services or functions across the agency/higher education institution including most, if not all, business operations or academic areas.</p> <p>Work often involves conducting capacity planning and making technical recommendations to executive management to address changes in technology or IT services for an IT organization.</p>

Factor	IT Manager	Senior IT Manager
Authority Exercised	<p>Authority to prioritize and manage operations and all technical IT issues within an assigned area of responsibility. Decisions are influenced by work priorities, balancing of work requirements and organizational influences influence decisions.</p> <p>Authority to approve purchases within established limits for services or equipment.</p>	<p>Designated authority for planning, setting IT organization direction and resource management.</p> <p>Approves large, complex organization-wide IT projects involving multiple job families or IT specialty areas.</p> <p>Designated authority to speak on behalf of and make binding decision(s) for the IT Services organization.</p> <p>Manages and monitors IT Services budgets.</p>
Level of Contacts	<p>Works primarily with employees and managers in the assigned area of responsibility such as:</p> <ul style="list-style-type: none"> • Departments or field offices • Divisions/Regions • Other IT units at the same location <p>Consults with internal employees and managers, and external clients or the public. Maintains working relationships with outside vendors and contractors.</p> <p>Serves on IT Services project and management teams.</p>	<p>Works primarily with senior managers or administrators including internal executive management.</p> <p>Serves as the agency/higher education institution representative for multi-agency or statewide technology projects.</p> <p>Serves as a technical executive sponsor for medium to large IT projects.</p> <p>Directs IT Services management teams.</p>

Factor	IT Manager	Senior IT Manager
Purpose of Contacts	<p>Plans, coordinates and manages work efforts. Often consults and makes decisions concerning complex or unresolved technical IT issues effecting unit-level operations.</p> <p>Works primarily through supervisors/leads to resolve technical issues; implement policies and procedures, and establish work methods and priorities.</p>	<p>Provides and makes strategic level recommendations and decisions on organization-level IT services and/or operations.</p> <p>Provides technical expertise, advice and counsel to executive management regarding IT technology matters.</p>

Demonstrated Proficiency Levels – IT Professional Competency Based Descriptions

Supervisor
<ul style="list-style-type: none">• Supervises the day-to-day activities of assigned staff within an assigned area of responsibility.• Prioritizes and assigns tasks to ensure work schedules and performance targets are met.• Ensures work assignments and projects are completed on time.• Follows established procedures and agency standards and provides technical advice to lower level IT staff to help resolve complicated or complex IT issues• Communicates with users to identify and resolve issues.• Refers unresolved critical or complex problems to higher-level management for resolution. <p><u>Skilled in performing one or more of the following activities:</u></p> <ul style="list-style-type: none">• Leads IT projects in accordance with project plans and budgets.• Implements new procedures, standards and techniques.• Prepares technical IT recommendations and reports for higher-level management.

IT Manager

- Manages designated IT activities involving one or more specialized IT job families within an assigned area of responsibility.
- Applies and manages IT resources effectively to meet client's business needs.
- Consults and provides expert technical guidance and advice to assigned IT staff.
- Applies new technology, make recommendations and work with IT staff to resolve complex technical IT issues.
- Applies project management principles, methods and practices to assigned projects or initiatives.

Skilled in one or more of the following activities:

- Manages team activities such as developing, implementing, testing, and maintaining a large system or project or several smaller systems or projects.
- Confers with and advises supervisors and employees on administrative policies and procedures, technical issues, priorities and methods.
- Approves specifications and design requirements for applications and systems.
- Reviews budget allotments and expenditures.
- Reviews, analyzes and approves IT projects. Prepares, recommends and/or approves cost estimates.
- Conducts analysis and prepares short- and long-range plans for assigned area of responsibility.
- Evaluates and approves purchases of hardware, software or vendor-supplied services. Monitors vendor performance and ensures completion and compliance of contract requirements.
- Conducts annual reviews of assigned services or functions and initiates new or revised IT policies, procedures or methods as needed.
- Establishes tactical and operational priorities.

IT Senior Manager

- Provides senior management involvement for IT services, involving multiple IT job family specialties and integrating new technology.
- Analyzes practical situations and applies knowledge of the IT job family disciplines to meet the specialized needs of the organization.
- Provides the highest level of technical IT expertise and guidance to agency administrators. Communicates using non-technical terms to administrators regarding IT services and functions.
- Develops, interprets and applies policies and procedures governing the overall delivery of IT services.
- Mentors and coaches managers, supervisors and employees in best practices and standards.

Skilled in one or more of the following activities:

- Serves as the most senior technical position and represents the highest level of professional expertise in consulting and advisory work across multiple job families.
- May serve as a technical advisor to other senior level management positions across the organization's IT operations.
- Provides overall strategic direction and highest-level technical guidance to assigned project or other personnel. Prepares activity and progress reports.
- Responsible for developing the vision and designing, deploying and enhancing IT services support for the organization.
- Makes strategic decisions including implementing initiatives across multiple divisions or across the agency/higher education institution.
- Approves large, complex organization-wide IT projects involving multiple job families or IT specialty areas.
- May direct the operation and maintenance of agency/higher education institution-level system platforms.
- Serves as a technical executive sponsor of large scale IT projects.
- Manages and monitors IT Services budgets.
- Serves as the agency/higher education institution representative for multi-agency or statewide technology projects.
- May direct IT Services management teams.
- Identifies technical IT training gaps and develops skills development plans.