

Qualitative Assessment of Relevant Experience - Information Technology Band B

Points	Experience
1-3	<p>Relevant experience required functioning as an independent information technology professional demonstrating familiarity with the industry standards and evolving principles of the work to be performed. Experience required the application of existing and emerging information technology to a variety of diverse situations that are impacted by evolving information technology developments. Examples of work performed may have included: set-up and maintenance of security, e-mail, network services, etc., purchase and installation of equipment and software, monitoring and maintenance of software performance, provision of day to day technical support for large complex database(s), installation and maintenance of databases, development of training programs for end-users, installation and maintenance of cable and hardware for voice, data, and video communication, configuration of gateways, routers and complex communication systems, etc. The value of the job is considered to have some significance in relation to industry trends, movements and developments coupled with the limited impact of the job to the current and future direction of the organizational unit and its IT function, and considering the impact on the University system and its goals. There is limited demand or value of comparable jobs in the overall industry.</p> <p style="text-align: center;"> 1 2 3 </p> <p> application of defined industry standards & concepts exercise limited authority & apply emerging analytical skills exercise general discretion in implementation </p>
4-9	<p>Relevant experience requires functioning as an independent information technology professional demonstrating proficiency with the principles of the work to be performed and decision making in leading and overseeing information technology efforts. Experience demonstrated exposure to a wide range of complex situations and problems which occurred in the specialty area or industry. Work may have involved supervisory responsibilities over other professional and paraprofessional staff including serving as the IT lead or project manager. Examples of duties include: development and maintenance of technical standards, documentation and user guidelines, customization of operating system(s) to meet project requirements, development of software testing procedures, design and development of database design and restore procedures, troubleshooting of complex technical problems, provision of expert consultation in specialty area(s), development of multimedia products based on user needs, troubleshooting of complex network problems, etc. The value of the job is considered to be significant as it reflects current industry trends, movements and developments coupled with the high importance of the job to the current and future direction of the organizational unit and its IT function, and considering the impact on the University system and its goals. The industry market reflects high value for similar jobs considering the competency and skills required in the specialty field.</p> <p style="text-align: center;"> 4 5 6 7 8 9 </p> <p> considerable analysis & evaluation initiation & monitoring of development efforts lead dvlpmt efforts in enhancements & new areas lead dvlpmt team in enhancements & new areas direction of moderately complex project direction/ management of complex project w/ large impact </p>
10-12	<p>Relevant experience reflects mastery of duties and responsibilities to be performed, and demonstrates that the employee would be fully functional with minimal additional training. Experience demonstrates high degree of decision-making regarding setting the direction for the development efforts. Work may have involved serving as the IT lead and project manager. Examples of experience include: management of multiple systems, evaluation of new technologies for long-range planning, programming of software involving complex data exchange among multiple programs and/or requiring sophisticated program logic, establishment of operational polices, procedures and standards; assured compliance with established policies, procedures, and standards, training of support staff. The value of the job is considered to be highly influential as it reflects current industry trends, movements and developments coupled with the high influence and impact of the job to the current and future direction of the organizational unit and its IT function, and considering the impact on the University system and its goals. The industry market reflects high value and demand for jobs considering the sophistication and intricacy of the competency required.</p> <p style="text-align: center;"> 10 11 12 </p> <p> recognized expert; highly influential widely recognized expert; set direction for Univ widely recognized expert statewide </p>

Note: While specific examples are cited for ease of reference, it is recognized that technological advancements may occur, and as a consequence, the examples cited may cease to be appropriate. As such, the illustrative examples cited should be used as convenient guides only, and not absolute standards.

