

**MPAC - OPSEU  
Pay Equity Job Evaluation**

**Position Number: P52**

<b>Position Title</b>	<b>Intermediate Developer</b>		
<b>Date Evaluated</b>	<b>May 9, 2006</b>	<b>Date Revised</b>	
<b>Notes Taken By</b>	<b>Jane Mizanski</b>		

**EVALUATION**

<b>Factor</b>	<b>Level</b>	<b>Explanatory Notes</b>
<b>1. Writing Skills</b>	<b>3</b>	<b>Writes user requirements/specifications, answers to queries, provides high-level explanations to systems problems; documents coding.</b>
<b>2. Numeric Skills</b>	<b>4</b>	<b>Designs and develops computer programs that supports functions; provides alternative logical solutions to modify existing/create new programs.</b>
<b>3. Technical Skills/Professional Knowledge</b>	<b>4</b>	<b>Program analysis and design techniques, computer programming knowledge; skills acquired through course study, on-job-training at the entry to intermediate level depending on the application/software, to support more senior/specialized developers.</b>
<b>4. Analytical/Problem-Solving Skills</b>	<b>4</b>	<b>Analyzes business requirements, may require further investigation with business user, look at current program codes, liaise with coworkers/other IT staff for assistance, reviews existing documentation; need for change is identified by the user; data modeling techniques/mock-ups are used.</b>
<b>5. Communication Skills</b>	<b>3</b>	<b>Responses to clients/solicit or provide information; respond to direct questions on documents, or on analysis; meets with user community; occasionally present information to user/IT staff;</b>
<b>6. Co-ordinating Skills</b>	<b>1</b>	<b>Co-ordinates own work, systems solutions (building assessment /web notice).</b>
<b>7. Freedom of Action</b>	<b>4</b>	<b>Work is assigned by the manager; incumbent determines resources to be used, clients to engage; decides which methods to use, how to solve, eg. a production problem;</b>
<b>8. Guiding Others</b>	<b>1</b>	<b>Imparts technical knowledge to peers, other IT staff eg. in COBOL but no formal responsibility for others' success in the job.</b>
<b>9. Physical Effort</b>	<b>1</b>	<b>Normal physical effort.</b>
<b>10. Manual Dexterity</b>	<b>3</b>	<b>Keyboarding with emphasis on accuracy, &gt;2 hours per day but can lessen strain (is not continuous data entry but almost all work is carried out on the computer)</b>
<b>11. Audio/Visual Effort</b>	<b>3</b>	<b>Works at computer screen daily, 1 – 2 hours continuous but can maintain concentration.</b>
<b>12. Working Conditions</b>	<b>1</b>	<b>No disagreeable working conditions.</b>
<b>General Notes</b>		