

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: 64

Position Title	WAN Management Analyst		
Date Evaluated	May 10, 2006	Date Revised	
Notes Taken By	Jane Mizanski		

EVALUATION

Factor	Level	Explanatory Notes
1. Writing Skills	3	Occasionally drafting policies and procedures, work instructions, documentation for vendor products.
2. Numeric Skills	4	Work with complex binary data, subnets, understand how workstations talk to each other, etc.
3. Technical Skills/Professional Knowledge	6	Knowledge of various devices (hardware, software, vendor products), understanding the network system; base knowledge in electrical engineering; work independently.
4. Analytical/Problem-Solving Skills	6	Investigate problems eg. 'slowness in the network' which the incumbent will troubleshoot by tracing the connectivity, it is a physical problem, or a logical/virtual problem, or both; problems are multi-faceted.
5. Communication Skills	3	Respond to enquiries/followup on problems identified by staff by asking questions to pinpoint problems; occasionally deliver formal presentations to technical staff; liaise with vendors.
6. Co-ordinating Skills	3	Coordinate with vendors the servicing and installation of products, liaise with Change Mgmt; occasionally involved in larger rollout project that may involve coordination.
7. Freedom of Action	5	e.g. evaluate products on technical perspective and give recommendation to manager; works with fair degree of independence to carry out functions.
8. Guiding Others	2	Conduct peer-to-peer training as shared learning, but not formally responsible for results.
9. Physical Effort	3	Moving cabinets, crawling under desks, installing equipment, lifting raised platform to install cabling.
10. Manual Dexterity	2	Wiring/cabling, keyboarding but not extensive.
11. Audio/Visual Effort	2	Viewing error logs.
12. Working Conditions	2	When involved in office moves the incumbents work in locations in midst of renovations; working in computer room which is cool and noisy. Overtime/27-7?
General Notes		