

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: P66

Position Title	Senior Analyst/Designer		
Date Evaluated	May 9, 2006	Date Revised	
Notes Taken By	Jane Mizanski		

EVALUATION

Factor	Level	Explanatory Notes
1. Writing Skills	4	Drafts systems design documents and specification documentation; check against the Lead Developer at a 3
2. Numeric Skills	5	Designs computer systems for valuation; valuation models;
3. Technical Skills/Professional Knowledge	7	Knowledge of systems analysis, design methodologies, data modeling; various skill required at a senior/expert level;
4. Analytical/Problem-Solving Skills	6	Analyze business requirements, requiring investigation, using formal systems analysis techniques; identify impact of new system on existing;
5. Communication Skills	3	Responds to MPAC Support Desk or internal clients; when liaising on technical issues it is between/within IT among other technical staff;
6. Co-ordinating Skills	2	Coordinates development tasks being carried out by team members; involves software, documentation, etc; project manager modifies priorities, projects involve developers, contractors;
7. Freedom of Action	5	Work is assigned by Mgr e.g. requirement for new or enhanced systems design; determine resources required, design methods to be used; consider the impact of design on other systems;
8. Guiding Others	1	No formal responsibility for guiding others.
9. Physical Effort	1	Normal physical effort.
10. Manual Dexterity	2	Keyboarding, emphasis on accuracy, 1 - 2 hours but can lessen the strain. Not a 3 because they are also working on analytical and problem-solving.
11. Audio/Visual Effort	3	Reviewing documentation, >2 hours but subject to interruptions.
12. Working Conditions	1	No disagreeable working conditions.
General Notes		