

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: 84a

Position Title	Statistical Analyst – Product Development*				
Date Evaluated	October 19, 2005	Date Revised		Notes Taken By	Jane Mizanski

Factor	Level	Explanatory Notes
1. Writing Skills	3	Preparing procedures and documentation on custom programs and products; e-mails to clients to clarify product requirements; drafts user requirements;
2. Numeric Skills	5	Daily complex syntax/scripts/codes to create ad hoc and formal larger products/programs such as MCP, AVM; using statistical theory/analysis; . Joe to followup on all 3 Statistician jobs to evaluate the syntax/report writing and analysis.
3. Technical Skills/Professional Knowledge	5	Knowledge of statistical theory/analysis, computer programming, and mathematical skills, as well as knowledge of MPAC's computer systems, databases, such as GIS/ArcView, and other special computer programs; normally requiring some formal training to perform at intermediate to senior level.
4. Analytical/Problem-Solving Skills	5	Requirements received from clients/staff may be vague, need to follow-up, research data; problem identified through trial and error/process of elimination and data analysis, communication with client; independent judgement used to find solutions, but refer to past practice/previous product development, department documentation;
5. Communication Skills	3	Liaise with clients on business requirements for products; Occasionally deliver/assist in presentations to national associations eg. for AVM product, other departments;
6. Co-ordinating Skills	1	Coordinate own work to attend meetings with internal/external clients;
7. Freedom of Action	5	Projects are assigned to Analysts with due dates, but incumbent can decide on the technical issues, what software to use, requesting data to do analysis, meet with client/staff as necessary; refer policy or major product requirement changes to manager;
8. Guiding Others	1	No formal responsibility
9. Physical Effort	1	Normal physical requirements
10. Manual Dexterity	2	Keyboarding skills but can lessen strain/not continuous keying
11. Audio/Visual Effort	2	Viewing data on computer monitors, visual attention to design/create reports;
12. Working Conditions	1	No disagreeable conditions

General Notes

Position title change to Research & Development Analyst.