

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: 84b

Position Title	Statistical Analyst – Quality Services		
Date Evaluated	April 6, 2006	Date Revised	
Notes Taken By	Jane Mizanski		

EVALUATION

Factor	Level	Explanatory Notes
1. Writing Skills	4	Prepares proposals, drafts reports (typically are statistical reports that have been run in response to a specific enquiry/requirement – eg. value changes report); prepares year-end summaries on how a particular program or initiative ran (defining number/type of problems encountered), may include recommendations for senior management.
2. Numeric Skills	5	Produce ratio reports, verify statistical studies, interpret corporate statistics, use regression and time series factor analysis to interpret anomalies and mine data; write syntax to run various statistical reports, syntax can be dynamic involving two or more databases. Joe to followup on all 3 Statistician jobs to evaluate the syntax/report writing and analysis.
3. Technical Skills/Professional Knowledge	5	In-depth knowledge of multivariate statistical analysis and modeling, typically acquired through post-secondary level education in mathematics or statistics.
4. Analytical/Problem-Solving Skills	5	In-depth statistical analysis; eg. new legislation that may impact on specific property type requires analysis of property characteristics, variables, and their respective impact in relation to new legislative requirement.
5. Communication Skills	4	Deliver formal SPSS training. Also delivered Business Intelligence training. Participates as subject matter expert on various internal committees.
6. Co-ordinating Skills	1	Normal coordination of resources, information to perform own work.
7. Freedom of Action	5	Projects are assigned and priorities are defined, but can change as new projects are presented. Incumbent can exercise judgment when completing analysis.
8. Guiding Others	2	Deliver SPSS training, but not essentially responsible for student's success.
9. Physical Effort	1	Normal physical effort.
10. Manual Dexterity	1	Keyboarding, speed and accuracy
11. Audio/Visual Effort	1	Using two computers simultaneously to run data/reports.
12. Working Conditions	1	No disagreeable working conditions.
General Notes		