

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: 85

Position Title	MRA Statistical Analyst				
Date Evaluated	September 28, 2005	Date Revised		Notes Taken By	Jane Mizanski

EVALUATION

Factor	Level	Explanatory Notes
1. Writing Skills	4	E-mail to field staff to discuss variables input to the models; explain and describe model/ statistical concepts.
2. Numeric Skills	5	Apply multi-faceted statistical concepts, regression and factor analysis; develop syntax for additive, multiplicative and non-linear models; . Joe to followup on all 3 Statistician jobs to evaluate the syntax/report writing and analysis.
3. Technical Skills/Professional Knowledge	5	Advanced statistical knowledge for adapting market models; corporate expert in MRA and modeling but defer to external consultant for advice and assistance on developing syntax. Are using previously developed models/syntax and are generally using/modifying models.
4. Analytical/Problem-Solving Skills	5	Review and analyze statistical tests, coefficients, non-linear regression, etc; review basic model, then review sales to determine where changes/modifications to the models are required. Data is not vague, some independent judgement is required but if there was a significant change to a model there are higher levels of review, analysis and approval.
5. Communication Skills	3	Liaise with field staff to discuss/explain model; occasionally delivers presentations to internal staff, Seneca students;
6. Co-ordinating Skills	2	Coordinates the collection of sales data/variable information to input to the models, involves some coordination with other departments;
7. Freedom of Action	5	Work is assigned by area of responsibility and model type; incumbent schedules own work to complete models to defined deadline, performed with limited guidance;
8. Guiding Others	2	Provide direction to Property Inspection staff on specific data to investigate; occasionally deliver training sessions to staff on models, SPSS;
9. Physical Effort	1	No physical effort beyond normal office work;
10. Manual Dexterity	2	Keying, precision is required in writing syntax;
11. Audio/Visual Effort	2	Computer monitor, scrolling through data/syntax
12. Working Conditions	1	No disagreeable working conditions
General Notes		