

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: 92

Position Title	GIS Development Lead		
Date Evaluated	October 20, 2005	Date Revised	May 9, 2006
Notes Taken By	Jane Mizanski		

EVALUATION

Factor	Level	Explanatory Notes
1. Writing Skills	4	Documenting GIS technical procedures, policies and standards; prepared training materials on GIS for field valuation staff; check in terms of complexity of the writing vs technical subject matter
2. Numeric Skills	4	Data processing scrubbing; applying statistical methods and regressions to GIS applications.
3. Technical Skills/Professional Knowledge	7	Cartographic/GIS skills and knowledge, programming languages, relational database design, process and data modeling, digitizing manuals; acquired through post-secondary courses, and operate at the senior level.
4. Analytical/Problem-Solving Skills	6	e.g. GIS application failure, replicate and solve the problem through each application tier; resolve through scientific hypothesis, online research.
5. Communication Skills	4	Provide summaries of data, liaise with depts for GIS needs and ensuring application meets their needs; provide training to GIS-User Groups/field staff.
6. Co-ordinating Skills	2	Coordinates GIS project development with architecture office, support desk, GIS team; coordinates user acceptance testing.
7. Freedom of Action	5	As lead developer for GIS applications/projects, tasks are assigned but incumbent determines the method to implement/resolve/complete task; question the impact of the deadlines and priorities – does this keep it a 5 or is there greater control- also consider role of GIS Coord?
8. Guiding Others	2	Conducts corporate training; provides technical support to temporary staff.
9. Physical Effort	1	Normal physical effort.
10. Manual Dexterity	2	Keyboarding
11. Audio/Visual Effort	2	Intense visual effort identifying errors in detailed data/map files. ??
12. Working Conditions	1	Occasionally dealing with rude coworkers and travel (tp where and why?) .
General Notes		