

**MPAC - OPSEU  
Pay Equity Job Evaluation**

**Position Number: P93**

<b>Position Title</b>	<b>Lead Developer</b>		
<b>Date Evaluated</b>	<b>May 9, 2006</b>	<b>Date Revised</b>	
<b>Notes Taken By</b>	<b>Jane Mizanski</b>		

**EVALUATION**

<b>Factor</b>	<b>Level</b>	<b>Explanatory Notes</b>
<b>1. Writing Skills</b>	<b>3</b>	<b>Writing concise detailed work orders; creating technical proposals but communication is to/between technical people.</b>
<b>2. Numeric Skills</b>	<b>5</b>	<b>Design and lead the development on complex property valuation formulae; involved in conceptual design, detailed programming; developing high-load systems; codes, unit tests, logarithms.</b>
<b>3. Technical Skills/Professional Knowledge</b>	<b>7</b>	<b>Knowledge of software, platform databases; Skills acquired through specialized training, at senior level to guide others.</b>
<b>4. Analytical/Problem-Solving Skills</b>	<b>6</b>	<b>Analyze business requirements identified through project requests; meet with SMEs, undertake cost/benefit analysis and propose best solution; testing and developing prototype; consider different solutions; use different software patterns; (note: there is an overall project manager directing the various projects).</b>
<b>5. Communication Skills</b>	<b>3</b>	<b>Communicate with other team members, SMEs – liaison is within technical community.</b>
<b>6. Co-ordinating Skills</b>	<b>2</b>	<b>Coordinates project component development, development of JAVA, etc working with other developers/peers.</b>
<b>7. Freedom of Action</b>	<b>6</b>	<b>Small to medium project assigned; would determine software design issues; define deliverables, timelines for assigned components; assigns work to others to achieve objectives.</b>
<b>8. Guiding Others</b>	<b>4</b>	<b>Mentor team members, assign tasks, monitor progress, ensure compliance with standards.</b>
<b>9. Physical Effort</b>	<b>1</b>	<b>Normal physical effort.</b>
<b>10. Manual Dexterity</b>	<b>2</b>	<b>Keyboarding skills, 1- 2 hours, can lessen strain;</b>
<b>11. Audio/Visual Effort</b>	<b>3</b>	<b>Computer work, less than one hour; can maintain concentration.</b>
<b>12. Working Conditions</b>	<b>1</b>	<b>No disagreeable working conditions.</b>
<b>General Notes</b>		