JOB FAMILY CONCEPT

This family consists of six levels of Information Systems Professional work – working Professional through Supervisor/Expert. Levels are distinguished based on the complexity and scope of responsibilities, the degree of specialization and the degree of independent functioning. Positions in Information Systems job families are responsible for following procedures, protocols, processes and regulations set forth in University of Alaska Board of Regents Policy and Regulation (02.07 – Information Resources). This job family is distinguished from the technical job family by the primary responsibility for designing and implementing new services, the requirement for professional preparation, and the application of theoretical knowledge. It is distinguished from the IS Manager family by the absence of the primary responsibility for managing a unit or other unit supervisors. The professional job family addresses responsibility for the following Information Systems functions:

Planning
Analysis
Programming
Communications
Research
Project Lifecycles
Security
Engineering

Incumbents may perform one or more of these functions in support of a wide range of diverse and complex information systems needs and environments.

This family provides professional expertise and consulting to apply the tools of information technology across multiple platforms and disciplines. This job family covers a broad range of information technology expertise including the following:

INFORMATION SYSTEMS PROFESSIONAL
Job Classification
Adopted: July 14, 2002
Revised: May 5, 2013

LEVEL DESCRIPTORS

The primary distinction between levels is reflected in the Level Descriptors. As levels increase, scope, complexity and degree of independence increase. Higher levels may perform duties of lower levels. Education and experience are stated at the minimum threshold for the level. Additional

improvements to supervisor where appropriate. Positions at this level use problem solving and analysis to resolve standard software and hardware problems and issues, which may require

researching issues involving multiple components or systems to determine and solve problems. Assignments and tasks require a broad level of knowledge of systems or networks. Work may involve application of knowledge of a scientific discipline. May lead** a small project or work group incidental to the work of the position.

Knowledge, Skills and Abilities
Same as level one, plus: Knowledge of multiple systems and ability to understand how systems relate to one another. Knowledge of, and ability to combine inter-relationships between disparate problems and formulate situations. Ability to formulate problem resolution. Ability to analyze unusual, non-routine or complex situations and problems and devise alternate strategies for solutions. Ability to lead**.

Education and Experience
Bachelor's degree in a relevant field (i.e. Information Technology or other related field) and 2 years experience, or an equivalent combination of training and experience.

Level 3A **Grade 80**
PCLS: 02053 **Exempt**
*****Alternate PCLS: 09470**

Descriptors
Work is performed under administrative supervision. May lead** a small team or small workgroup. Positions usually serve as expert advisors in specialized technology areas, and focus on achieving and delivering results. Work on projects which are moderate to large in complexity* as a team member or project lead. Analyze the potential causes of software and service problems. Devise testing and coordinate quality assurance activities. Assist with translating requirements into use case scenarios and functional specifications. Develop innovative solutions to complex* problems. Provide

Bachelor's degree in a relevant field (i.e. Information Technology or other related field) and 3 years experience, or an equivalent combination of training and experience.

Level 4A

critical service lines across a region, typically requiring overseeing the efforts of technical and non-technical team members across multiple organizational boundaries/reporting structures. Analyze information to make decisions which are in line with the strategic direction of the unit, department or MAU. Serves as a team or project leader, or lead** a work group, which is large in complexity and scope, and/or a mission critical unit. May supervise** a small unit, but not as the primary focus of the position.

Knowledge, Skills and Abilities
Same as level four, plus: Knowledge of critical systems. Expert level and/or advanced technical knowledge of a relevant specialty area. Ability to bridge non-IT aspects of an organization with its IT aspects. Ability to understand organizational issues which have far-reaching implications. Ability to successfully resolve conflicting issues.

Education and Experience
Master's degree in a relevant field (i.e. Information Technology or other related field) and 4 years progressively responsible experience, or an equivalent combination of training and experience.

Level 6A **Grade 83**
PCLS: 02056 **Exempt**

Descriptors
Work is performed under long-range administrative direction. Incumb

* **Complexity**: Complexity increases as projects impact more users, critical systems, major workgroups, multiple functional areas, multiple departments, the MAU or the system. Complexity also increases as projects change how the mission is accomplished, integrate new technology, change operations, are more high risk or have higher impact. Complexity also increases as projects require more innovative approaches to solve nonpcre