



State of Michigan MSP Program Not-To-Exceed Rate Card **Revised 1.26.25*

Job Category	Job Title	Skill Level	Maximum All-Inclusive Bill Rate
Applications	Programmer Analyst	Analyst 1	\$53.76
		Analyst 2	\$68.79
		Analyst 3	\$77.55
		Analyst 4	\$86.77
		Analyst 5	\$90.68
		Analyst 6	\$103.15
	Programmer	Programmer 1	\$46.50
		Programmer 2	\$56.14
		Programmer 3	\$68.40
		Programmer 4	\$81.43
		Programmer 5	\$86.77
		Programmer 6	\$94.27
	Software Test Analyst	Analyst 1	\$39.13
		Analyst 2	\$49.86
		Analyst 3	\$58.92
		Analyst 4	\$69.93
		Analyst 5	\$80.57
	Technical Writer	Technical Writer 1	\$38.50
		Technical Writer 2	\$43.57
		Technical Writer 3	\$60.95
	Business Analyst	Analyst 1	\$46.49
Analyst 2		\$54.31	
Analyst 3		\$62.92	

Applications		Analyst 4	\$77.69	
		Analyst 5	\$86.57	
	System Analyst	Analyst 1	\$50.86	
		Analyst 2	\$59.30	
		Analyst 3	\$63.75	
		Analyst 4	\$74.83	
		Analyst 5	\$82.13	
		Analyst 6	\$92.14	
	Software Solutions Architect		\$94.90	
	Geographic Information Systems	Geospatial Projects Manager		\$96.71
		Analyst		\$90.05
		Specialist 1		\$57.71
		Specialist 2		\$71.77
		Technician Trainee		\$57.71
		Technician 1		\$57.88
		Technician 2		\$67.09
	Technician 3		\$69.80	
	Graphic Designer	Graphic Designer 1		\$38.82
		Graphic Designer 2		\$45.77
	Mobile Specialist	Mobile Specialist 1		\$123.24
		Mobile Specialist 2		\$146.66
	Web Application Developer	Web Application Developer 1		\$59.35
		Web Application Developer 2		\$69.37
	Webmaster	Webmaster 1		\$53.44
		Webmaster 2		\$61.46
	Cloud	Cloud Administrator		\$81.92
		Cloud Architect		\$112.44
Cloud Engineer			\$90.90	
	Contact Center Agent	Contact Center Agent 1	\$24.34	
		Contact Center Agent 2	\$30.90	
		Contact Center Agent 3	\$35.65	
		Help Desk 1	\$33.22	

Customer/Technical Support	Help Desk	Help Desk 2	\$38.61
		Help Desk 3	\$45.59
	Technical Support	Technical Support 1	\$42.17
		Technical Support 2	\$50.02
		Technical Support 3	\$60.95
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$69.12
		Infrastructure Solutions Architect 2	\$76.04
		Infrastructure Solutions Architect 3	\$88.86
		Infrastructure Solutions Architect 4	\$95.28
		Infrastructure Solutions Architect 5	\$110.51
	System Administrator	System Administrator 1	\$52.65
		System Administrator 2	\$63.24
System Administrator 3		\$71.78	
Senior System Engineer		\$125.00	
Data Management	Database Architect	Database Architect 1	\$68.23
		Database Architect 2	\$72.66
		Database Architect 3	\$77.72
		Database Architect 4	\$94.09
	Senior Data Analyst		\$76.00
	Senior Data Engineer		\$87.00
	Data Warehouse Architect	Data Warehouse Architect 1	\$76.18
		Data Warehouse Architect 2	\$91.34
		Data Warehouse Architect 3	\$110.00
		Data Warehouse Architect 4	\$124.00
		Data Warehouse Architect 5	\$136.00
	Database Administrator	Database Administrator 1	\$57.12
		Database Administrator 2	\$71.62
		Database Administrator 3	\$80.37
		Database Administrator 4	\$84.95
		Database Administrator 5	\$93.59
	FileNet Tech Svs. Consultant	FileNet Tech Svs. Consultant 1	\$127.31
FileNet Tech Svs. Consultant 2		\$149.72	

		FileNet Tech Svs. Consultant 3	\$152.71	
		FileNet Tech Svs. Consultant 4	\$169.48	
Data Protection	Data Protection Administrator		\$80.09	
	Data Protection Architect		\$104.03	
	Data Protection Engineer		\$84.34	
Data Center Technical Support	Senior Data Center Engineer		\$92.21	
Governance	IT Procurement Analyst		\$64.29	
	IT Governance Analyst		\$97.35	
IT Management Services	Business Continuity Analyst		\$68.18	
	Business Continuity Planner		\$85.85	
	Business Process Reengineering		\$98.99	
	Enterprise Architect		\$106.65	
	Enterprise Content Management	Enterprise Content Management Administrator		\$137.50
		Enterprise Content Management Engineer		\$152.71
		Enterprise Content Management Architect		\$169.48
	IT Strategist		\$107.14	
	Senior Technical Strategist		\$175.00	
	IT Auditor	I.T. Auditor 1		\$47.18
		I.T. Auditor 2		\$52.30
		I.T. Auditor 3		\$67.62
		I.T. Auditor 4		\$75.77
		I.T. Auditor 5		\$80.31
	IT Trainer		\$60.05	
	IT Sourcing Consultant	IT Sourcing Consultant 1		\$89.08
IT Sourcing Consultant 2			\$100.11	
Senior Technical Writer		\$57.71		
IT Security	IT Security Analyst	IT Security Analyst 1	\$55.37	
		IT Security Analyst 2	\$67.59	
		IT Security Analyst 3	\$81.46	
	IT Security Architect	IT Security Architect 1	\$71.31	
		IT Security Architect 2	\$82.86	

	IT Security Auditor		\$98.79
Project Management	Program Manager		\$115.33
	Project Manager	Project Manager 1	\$81.05
		Project Manager 2	\$102.53
		Project Manager 3	\$109.65
	Project Coordinator		\$43.67
Storage	Storage Administrator		\$84.13
	Storage Architect		\$94.69
	Storage Engineer		\$90.12
Telecommunications and Computer Networking	Contact Center Engineer	Contact Center Engineer 1	\$85.00
		Contact Center Engineer 2	\$100.00
		Contact Center Engineer 3	\$120.00
	Network Administrator	Network Administrator 1	\$49.56
		Network Administrator 2	\$54.84
		Network Administrator 3	\$63.64
	Network Architect	Network Architect 1	\$61.20
		Network Architect 2	\$68.69
		Network Architect 3	\$86.22
	Network Engineer	Network Engineer 1	\$52.29
		Network Engineer 2	\$61.27
		Network Engineer 3	\$68.71
		Network Engineer 4	\$82.32
	Public Safety Communications Engineer	Public Safety Communications Engineer 1	\$230.00
		Public Safety Communications Engineer 2	\$240.00
	Radio Engineer		\$91.99
	Voice/Data Communications Technician		\$38.43
Voice/Data Communications Engineer/Design Specialist		\$68.18	



	Voice/Data Communications Architect		\$83.33
--	--	--	---------

Job Category Descriptions

APPLICATIONS

1. Programmer Analyst

- Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems. Evaluates user request for new or modified program, such as for financial or human resource management systems, clinical research trial results, statistical study of traffic patterns, or analyzing and developing specifications for bridge design, to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Consults with user to identify current operating procedures and clarify program objectives. Formulates plan outlining steps required to develop program, using methodologies such as structured analysis and design or object-oriented development.
- Work involves assisting in analyzing systems outlines to develop programs for computer applications, writing solution programs, documenting the methods and procedures used in program development, and testing and correcting programs. Works under moderate supervision with limited latitude for the use of initiative and independent judgment. Develops block diagrams and machine logic flowcharts to represent operations and data flow for applications.
- Captures requirements using industry standard development frameworks and tools. Designs reports, forms and letters along with computer terminal screen displays to accomplish goals of user request. Reviews screens, reports, forms and letters designs with users. Converts project specifications, using industry standard tools, such as object-oriented tools and code generation, into sequence of detailed instructions and logical steps for coding into language processable by computer, applying knowledge of computer programming techniques and computer languages.
- Enters program codes into computer system. Enters commands into computer to run and test program. Reads computer printouts or observes display screen to detect syntax or logic errors during program test, or uses diagnostic software to detect errors. Replaces, deletes, or modifies codes to correct errors. Analyzes, reviews and alters program to increase operating efficiency or adapt to new requirements. Writes documentation to describe program development, logic, coding, and corrections. Writes manual for users to describe installation and operating procedures. Assists users to solve operating problems. Recreates steps taken by user to locate source of problem and rewrites program to correct errors. May use computer-aided software tools in each stage of system development. May train users to use program. May oversee installation of hardware and software. May provide technical assistance to program users. May install and test program at user site. May monitor performance of program after implementation. May specialize in developing programs for business or technical applications.

Programmer Analyst 1	
Years of	1 to 3 years of experience in the field or in a related area.



Experience	
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment
Programmer Analyst 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Programmer Analyst 3	
Years of Experience	8-11 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, may lead and direct the work of others, a wide degree of creativity and latitude is expected.

Programmer Analyst 4	
Years of Experience	12-15 years of experience in the field or in a related area.



Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, may lead and direct the work of others, a wide degree of creativity and latitude is expected.
-----------------	--

Programmer Analyst 5	
Years of Experience	Advanced experience in the IT industry and as a programmer analyst.
Job Description	Includes descriptions detailed earlier as well as programmer analyst experience in specialized IT technologies which may not be widely used or are new to the industry.

Programmer Analyst 6	
Years of Experience	Advanced experience in the IT industry and as a programmer analyst
Job Description	Includes descriptions detailed earlier as well as programmer analyst experience in specialized IT technologies which may not be widely used or are new to the industry, including the ability to mentor other staff in the use of the specialty technologies and make recommendations on the use of the specialty technologies and integration within the organization's architecture.

2. Programmer

- Converts data from project specifications and statements of problems and procedures to create or modify computer programs. Prepares, or receives detailed specifications to describe sequence of steps that program must follow and input, output, and logical operations involved. Analyzes specifications, applying knowledge of computer capabilities, subject matter, and symbolic logic. Confers with supervisor and representatives of departments concerned with program to resolve questions of program intent, data input, output requirements, and inclusion of internal checks and controls. Converts detailed specifications to language processable by computer. Enters program codes into computer system. Inputs test data into computer. Observes computer monitor screen to interpret program operating codes. Corrects program errors, using methods such as modifying program or altering sequence of program steps. May prepare computer block diagrams and machine logic flowcharts for detailed coding of problems, and provides for the documentation of programming work.



- Writes instructions to guide operating personnel during production runs. Analyzes, reviews, and rewrites programs to increase operating efficiency or to adapt program to new requirements. Compiles and writes documentation of program development and subsequent revisions. May assist computer operator to resolve problems in running computer program. May work with System Analyst to obtain and analyze project specifications. May direct and coordinate work of others to write, test, and modify computer programs. Work involves writing programs to solve problems, documenting the methods and procedures used in program development, and testing and correcting programs. Work involves analyzing system outlines to develop programs for computer applications; writing solution programs; May train others. Works under general supervision with limited latitude for the use of initiative and independent judgment. Analyzes proposed computer applications in terms of equipment requirements and capabilities. Assists in developing solutions to software-related problems. May assist in the generation or installation of systems software.
- Prepares test data. May assist in writing and maintaining functional and technical specifications. Experience in computer programming work. Knowledge of the principles, practices, and techniques of computer programming and systems analysis, of computer operations procedures and systems, and of computer programming languages. Skill in the use of computer equipment. Ability to design programs and systems architecture; to prepare program specifications; to code, test, and debug computer programs; to interpret technical information relating to computer programming and other areas of data processing; and to communicate effectively.

Programmer 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Programmer 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.



Programmer 3	
Years of Experience	8-11 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Programmer 4	
Years of Experience	12-15 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Programmer 5	
Years of Experience	Advanced experience in the IT industry and as a programmer.
Job Description	Includes descriptions detailed earlier as well as programmer analyst experience in specialized IT technologies which may not be widely used or are new to the industry.

Programmer 6	
Years of Experience	Advanced experience in the IT industry and as a programmer.



Job Description	Includes descriptions detailed earlier as well as programmer analyst experience in specialized IT technologies which may not be widely used or are new to the industry, including the ability to mentor other staff in the use of the specialty technologies and make recommendations on the use of the specialty technologies and integration within the organization’s architecture.
-----------------	--

3. Software Test Analyst

- Develops, publishes, and implements test plans. Writes and maintains test automation. Evaluates, recommends, and implements automated test tools and strategies. Develops, maintains, and upgrades automated test scripts and architectures for application products.

Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports.

Participates in the testing process through test review and analysis, test witnessing and certification of software.

Analyst 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Evaluates and tests new or modified software programs and software development procedures used to verify that programs function according to user requirements and conform to establishment guidelines: Writes, revises, and verifies quality standards and test procedures for program design and product evaluation to attain quality of software economically and efficiently. Reviews new or modified program, including documentation, diagram, and flow chart, to determine if program will perform according to user request and conform to guidelines. Recommends program improvements or corrections to programmers. Reviews computer operating log to identify program processing errors. Enters instructions into computer to test program for validity of results, accuracy, reliability, and conformance to establishment standards. Observes computer monitor screen during program test to detect error codes or interruption of program and corrects errors. Identifies differences between establishment standards and user applications and suggests modifications to conform to standards. Sets up tests at request of user to locate and correct program operating error following installation of program. Conducts compatibility tests with vendor provided programs. Monitors program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Writes documentation to describe program evaluation, testing, and correction. May evaluate proposed software or software enhancement for feasibility. May develop utility program to test, track, and verify defects in software program. May write programs to create new procedures or modify existing procedures. May train software program users.

Analyst 2	
-----------	--



Years of Experience	4-7 years of experience in the field.
Job Description	<p>Evaluates and tests new or modified software programs and software development procedures used to verify that programs function according to user requirements and conform to establishment guidelines: Writes, revises, and verifies quality standards and test procedures for program design and product evaluation to attain quality of software economically and efficiently.</p> <p>Reviews new or modified program, including documentation, diagram, and flow chart, to determine if program will perform according to user request and conform to guidelines. Recommends program improvements or corrections to programmers. Reviews computer operating log to identify program processing errors. Enters instructions into computer to test program for validity of results, accuracy, reliability, and conformance to establishment standards. Observes computer monitor screen during program test to detect error codes or interruption of program and corrects errors. Identifies differences between establishment standards and user applications and suggests modifications to conform to standards. Sets up tests at request of user to locate and correct program operating error following installation of program. Conducts compatibility tests with vendor provided programs. Monitors program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Writes documentation to describe program evaluation, testing, and correction.</p> <p>May evaluate proposed software or software enhancement for feasibility. May develop utility program to test, track, and verify defects in software program. May write programs to create new procedures or modify existing procedures. May train software program users.</p>

Analyst 3	
Years of Experience	7-10 years of experience in the field.
Job Description	<p>Evaluates and tests new or modified software programs and software development procedures used to verify that programs function according to user requirements and conform to establishment guidelines: Writes, revises, and verifies quality standards and test procedures for program design and product evaluation to attain quality of software economically and</p>



	<p>efficiently.</p> <p>Reviews new or modified program, including documentation, diagram, and flow chart, to determine if program will perform according to user request and conform to guidelines. Recommends program improvements or corrections to programmers. Reviews computer operating log to identify program processing errors. Enters instructions into computer to test program for validity of results, accuracy, reliability, and conformance to establishment standards. Observes computer monitor screen during program test to detect error codes or interruption of program and corrects errors. Identifies differences between establishment standards and user applications and suggests modifications to conform to standards. Sets up tests at request of user to locate and correct program operating error following installation of program. Conducts compatibility tests with vendor provided programs. Monitors program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Writes documentation to describe program evaluation, testing, and correction.</p> <p>May evaluate proposed software or software enhancement for feasibility. May develop utility program to test, track, and verify defects in software program. May write programs to create new procedures or modify existing procedures. May train software program users.</p>
--	--

Analyst 4	
Years of Experience	11-14 years of experience in the field.
Job Description	<p>Evaluates and tests new or modified software programs and software development procedures used to verify that programs function according to user requirements and conform to establishment guidelines: Writes, revises, and verifies quality standards and test procedures for program design and product evaluation to attain quality of software economically and efficiently.</p> <p>Reviews new or modified program, including documentation, diagram, and flow chart, to determine if program will perform according to user request and conform to guidelines. Recommends program improvements or corrections to programmers. Reviews computer operating log to identify program processing errors. Enters instructions into computer to test program for validity of results, accuracy, reliability, and conformance to establishment standards. Observes computer monitor screen during program test to detect error codes or interruption of program and corrects errors. Identifies differences between establishment standards and user applications and suggests modifications to conform to standards. Sets up tests at request of user to locate and correct program operating error following installation of program. Conducts compatibility tests with vendor provided programs. Monitors program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Writes documentation to describe program evaluation, testing, and correction.</p> <p>May evaluate proposed software or software enhancement for feasibility. May develop utility program to test, track, and verify</p>



	defects in software program. May write programs to create new procedures or modify existing procedures. May train software program users.
--	---

Analyst 5	
Years of Experience	15 or more years of experience in the field.
Job Description	Evaluates and tests new or modified software programs and software development procedures used to verify that programs function according to user requirements and conform to establishment guidelines: Writes, revises, and verifies quality standards and test procedures for program design and product evaluation to attain quality of software economically and



	<p>efficiently.</p> <p>Reviews new or modified program, including documentation, diagram, and flow chart, to determine if program will perform according to user request and conform to guidelines. Recommends program improvements or corrections to programmers. Reviews computer operating log to identify program processing errors. Enters instructions into computer to test program for validity of results, accuracy, reliability, and conformance to establishment standards. Observes computer monitor screen during program test to detect error codes or interruption of program and corrects errors. Identifies differences between establishment standards and user applications and suggests modifications to conform to standards. Sets up tests at request of user to locate and correct program operating error following installation of program. Conducts compatibility tests with vendor provided programs. Monitors program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Writes documentation to describe program evaluation, testing, and correction.</p> <p>May evaluate proposed software or software enhancement for feasibility. May develop utility program to test, track, and verify defects in software program. May write programs to create new procedures or modify existing procedures. May train software program users.</p>
--	--

4. Technical Writer

- Develops and maintains user and technical documentation and project process documentation for Application Teams. Understands the user's view of applications and /or technology and is able to put procedures in a logical sequence. Provides expertise on technical concepts of applications and /or user groups and structuring procedures in a logical sequence, due to a broad understanding of the applications. Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.
- Develop, enhance, and maintain user documentation for multiple applications including documentation required for the operations provider. Develop on-line source documentation as appropriate. Maintain documentation libraries and subscription lists. Identify, create, revise, and maintain documentation and templates. Ensure appropriate control access/use of documentation materials. Maintain application and user documentation. Ensure messages and terminology is consistent across all written materials. Research and complete documentation service requests. Communicate accurate and useful status updates. Manage and report time spent on all work activities. Follow quality standards. Ability to work in a team environment. Strong communication skills; both written and spoken.
- Composes technical documents, manuals, bulletins, brochures, publications, training manuals, and special reports. Organizes and coordinates the composition of material and drafting of forms suitable for reproduction. Reviews and edits prepared material and illustrations. Develops and refines material for publication in journals and periodicals. Prepares informational material for release to the mass media. Works with agency staff in the development of formats, graphics, and the layout of publications. Assists agency staff in preparing and refining material for speeches and other public presentations. May research product design, capabilities, and compatibility ranges.
- May oversee the writing, editing, publishing, and distribution of specification documents. May review various resources and prepare analyses or summaries. May train others. Experience in technical writing, journalism, or communications work. Knowledge of the techniques and methods of planning, organizing, and writing various types of materials; of research methodology; and of departmental policies, procedures, and regulations.



Skill in the use of office equipment. Ability to conduct research; to compose, review, illustrate, and edit technical documents, materials, and reports; to communicate effectively; and to train others.

Technical Writer 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Technical Writer 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Technical Writer 3	
Years of Experience	8 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.



5. Business Analyst

- Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Experienced with business process reengineering and identifying new applications of technology to business problems to make business more effective. Familiar with industry standard (including Legacy, Core, and Emerging technologies), business process mapping, and reengineering. Prepares solution options, risk identification, and financial analyses such as cost/benefit, ROI, buy/build, etc. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs.
- Prepare and document Functional and Technical Specifications for reporting and data warehouse work. Assist with business warehouse/intelligence support and enhancements. Develops RFPs. Assist in deployment and management of end-user reporting tools and platforms. Work with IT and business project teams to understand reporting and data warehousing requirements and propose solutions. Document and provide knowledge transfer to the rest of the Enterprise Reporting Team for all solutions.
- Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Familiar with relational database concepts, and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project manager. A certain degree of creativity and latitude is required.

Business Analyst 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Business Analyst 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.



Business Analyst 3	
Years of Experience	8-11 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Business Analyst 4	
Years of Experience	12-15 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Business Analyst 5	
Years of Experience	16 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

6. System Analyst

- Understands business objectives and problems, identifies alternative solutions, performs studies and cost/benefit analysis of alternatives. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system: Confers with personnel of organizational units involved to analyze current operational procedures, identify problems, and learn specific input and output requirements, such as forms of data input, how data is to be summarized, and formats for reports. Writes detailed description of user needs, program functions,



and steps required to develop or modify computer program. Reviews computer system capabilities, specifications, and scheduling limitations to determine if requested program or program change is possible within existing system.

- Studies existing information processing systems to evaluate effectiveness and develops new systems to improve production or specifications as required. Prepares specifications to detail operations to be performed by equipment and computer programs and operations to be performed by personnel in system. Conducts studies pertaining to development of new information systems to meet current and projected needs. Plans and prepares technical reports, memoranda, and instructional manuals as documentation of program development. Upgrades system and corrects errors to maintain system after implementation. May assist computer programmer in resolution of work problems related to project specifications, or programming. May direct and coordinate work of others to develop, test, install, and modify programs.
- Provides technical assistance and support for applications and hardware problems and for information sharing with external entities in a customer service environment. Provides field coordination and planning for the effective use of management information systems. Determines operational, technical, and support requirements for the location, installation, operation, and maintenance of various office equipment and systems. Prepares charts, diagrams, tables, and flowcharts. Details input and output record formats for computer programs. Assists in formulating logical descriptions of problems and devising optimum solutions. Assists in the design, development, and maintenance of various computer applications. May provide support and make recommendations for information technology systems processes associated with software technology planning, development, implementation, system security, and interfaces.
- Graduation from an accredited four-year college or university with major course work in computer science, computer information systems, or management information systems is generally preferred. Knowledge of the limitations and capabilities of computer systems and of the techniques used in the design of non-automated systems, of information technology equipment, of applicable programming languages, of computer hardware and software, of computer operating systems, of writing program code, and of automated mapping. Ability to analyze systems and procedures, to write and revise standards and procedures, to communicate effectively, and to train others.

System Analyst 1	
Years of Experience	1 to 3 years of experience in the field or in a related area
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

System Analyst 2	
Years of Experience	4-7 years of experience in the field or in a related area.



Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with
	considerable latitude for the use of initiative and independent judgment.

System Analyst 3	
Years of Experience	8 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

System Analyst 4	
Years of Experience	10 or more years of experience in the field.
Job Description	Advanced experience in the field.

System Analyst 5	
Years of Experience	12 or more years of experience in the field.
Job Description	Proven experience with complex concepts, practices, and procedures within the IT industry. Relies on advanced experience and judgment to plan and accomplish goals.

System Analyst 6	
Years of Experience	14 or more years of experience in the field.



Experience	
Job Description	Proven experience with complex concepts, practices, and procedures within the IT industry. Relies on advanced experience and judgment to plan and accomplish goals. Works independently and cooperatively with management and stakeholders.

7. Software Solutions Architect

Solutions Architect	
Years of Experience	5 or more years of experience in the field.
Job Description	Lead and manage the design, implementation and delivery of system and software architecture designs, strategies and quality assurance plans. Design, prototype, develop and implement to achieve business results for the client. Experienced expert able to lead and deliver solutions using object-oriented, service-oriented architecture, and n-tier architectures. Adopt, develop, and execute a robust software development lifecycle, using industry best practices. Follows both the State and industry best practices for software engineering. · Leads in the development of long term technology strategy and planning for the entire organization leveraging existing and acquiring new resources. Leads and actively participates on project teams, clarifying business needs and requirements, performing analysis, design, development, integration, and maintenance of systems across
	the enterprise. Willing and able to engage with other internal organizations to maximize delivery capabilities and provide value to clients. Participates and leads the development of delivery approach, and labor and cost estimates. Manage projects or tasks using the State and industry project delivery methodologies and best practices. Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

8. Geospatial Projects Manager

Geospatial Projects Manager	
Years of Experience	A minimum of three years of professional experience is required in Geographical Information System (GIS), cartography, CADD, or a related field. A minimum of three years of professional experience as a project manager for geospatial projects is required.



Job Description	Lead and direct cross-functional teams to deliver complex geospatial projects within the constraints of schedule, budget and scope. Assess desired outcomes and identify user requirements and needs. Design geospatial solutions, including geodatabase schema, system requirements, system configuration and application functional requirements. Develop and obtain approval of project plans according to accepted practices and procedures. Integrate resources and develop additional resources to facilitate, manage and execute geospatial projects. Facilitate stakeholder communications, project reporting, and project oversight. Manage project closeout and the development of operations and support plans for geospatial data and application maintenance. Provide technical oversight and develop standards for geospatial data and applications.
-----------------	--

9. Geographic Information System Analyst

Geographic Information System Analyst	
Years of Experience	A minimum of two years of professional experience is required in GIS, cartography, CADD, or a related field.
Job Description	Write programs and develop user interfaces, menus, and macro-level commands to meet user needs in addition to performing complex spatial analyses and producing reports according to customer specifications. Assist in the development of geographic information systems that create, maintain, or leverage geospatial basemap information. Conduct geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastre, and historic sites). Create, adjust, correct, convert and distribute base maps and thematic data. Digitize and maintain spatial databases; document procedures, validate data for accuracy and completeness, complete approved metadata forms and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of the data. Act as a “consultant” to internal customers during their use, development and quality assessment of spatial databases.

10. Geographic Information System Specialist 1

Geographic Information System Specialist	
--	--



1	
Years of Experience	Two (2) years of professional experience is required in GIS, cartography, CADD, or a related field.
Job Description	Conduct geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastre, and historic sites) in addition to performing simple spatial analyses. Assist in the development of geographic information systems that create, maintain, or leverage geospatial base-map information. Create, adjust, correct, convert and distribute base maps and thematic data. Digitize and maintain spatial databases; document procedures, validate data for accuracy and completeness, complete approved metadata forms and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of the data. Act as a “consultant” to internal customers during their use, development and quality assessment of spatial databases.

11. Geographic Information System Specialist 2

Geographic Information System Specialist 2	
Years of Experience	3-4 years of experience in the field or in a related area.
Job Description	Conduct geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastre, and historic sites) in addition to performing simple spatial analyses. Assist in the development of geographic information systems that create, maintain, or leverage geospatial base-map information. Create, adjust, correct, convert and distribute base maps and thematic data. Digitize and maintain spatial databases; document procedures, validate data for accuracy and completeness, complete approved metadata forms and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of



	the data. Act as a “consultant” to internal customers during their use, development and quality assessment of spatial databases.
--	--

12. Geographic Information System Technician Trainee

Geographic Information System Technician Trainee	
Years of Experience	One year of professional experience related to GIS, cartography, CADD, or a related field, or a minimum of six undergraduate credit hours in GIS, cartography or CADD.
Job Description	Conduct geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastre, and historic sites). Create, adjust, correct, convert and distribute base maps and thematic data. Digitize and maintain spatial databases; document procedures, validate data for accuracy and completeness, complete approved metadata forms and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of the data.

13. Geographic Information System Technician 1

Geographic Information System Technician 1	
---	--



Years of Experience	A minimum of two (2) years of successful experience at the equivalent of the GIS Trainee level.
Job Description	Conduct geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastre, and historic sites). Create, adjust, correct, convert and distribute base maps and thematic data. Digitize and maintain spatial databases; document procedures, validate data for accuracy and completeness, complete approved metadata and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of the data.

14. Geographic Information System Technician 2

Geographic Information System Technician 2	
Years of Experience	A minimum of three (3) years of professional experience in GIS, cartography, CADD, or a related field.
Job Description	Perform specialized technical work in support of complex GIS applications. Implement geo-databases, establish recovery plans, and monitor geo-database performance. Write programs and develop user interfaces, menus, and macro-level commands to meet user needs in addition to performing simple spatial analyses and producing reports according to customer specifications. Assist in the development of geographic information systems that create, maintain, or leverage geospatial basemap information. Conduct geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastre, and historic sites). Create, adjust, correct, convert and distribute base maps and thematic data. Digitize and maintain spatial databases; document procedures, validate data for accuracy and completeness, complete approved metadata and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of the data. Act as a “consultant” to internal customers during their use, development and quality assessment of spatial databases.



15. Geographic Information System Technician 3

Geographic Information System Technician 3	
Years of Experience	A minimum of four (4) years of professional experience in GIS, cartography, CADD, or a related field.
Job Description	Perform specialized technical work in support of complex GIS applications. Implement geo-databases, establish recovery plans, and monitor geo-database performance. Write programs and develop user interfaces, menus, and macro-level commands to meet user needs in addition to performing simple spatial analyses and producing reports according to customer specifications. Assist in the development of geographic information systems that create, maintain, or leverage geospatial basemap information. Conduct geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastre, and historic sites). Create, adjust, correct, convert and distribute base maps and thematic data. Digitize and maintain spatial databases; document procedures, validate data for accuracy and completeness, complete approved metadata and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of the data. Act as a “consultant” to internal customers during their use, development and quality assessment of spatial databases.

16. Graphic Designer

Graphic Designer 1	
Years of Experience	Less than five years industry experience.
Job Description	Ability to assemble and create images for use with electronic and print publishing. Strong understanding of visual identifies and application of logos and identity marks.



Graphic Designer 2	
Years of Experience	5-7 years industry experience.
Job Description	Advanced experience in the use of various design software and technologies; advanced understanding of electronic design standards and techniques.

17. Mobile Specialist

- The Mobile Specialist serves in many capacities, including Developer, Engineer, Technical Architect, and Analyst for Mobile Projects. The Mobile Specialist often guides and mentors the technical team in all phases of the SDLC including requirement validation, detail design, development, and implementation.

Mobile Specialist 1	
Years of Experience	4 year college degree or equivalent technical study.
Job Description	<ul style="list-style-type: none">• Serves as the Designer, Developer and/or Engineer on Mobile Projects.• Meets with end users and technical staff of all types to gather business and system requirements• Develops and/or engineers user interface, service tier, data tier components, infrastructure or security for Mobile Projects.• Develops standards, repeatable processes, and reusable components• Assists in project planning, including developing of timelines, composition of technical teams, and leveling of resources.• Mentors technical team leads and team members on Department processes and standards to promote consistency and improve productivity.• Assists in the development and review of technical deliverables on projects.

Mobile Specialist 2	
---------------------	--



Years of Experience	4 year college degree or equivalent technical study.
Job Description	<ul style="list-style-type: none"> • Serves as the Lead Architect/Designer/Developer /Engineer on Mobile Projects. • Meets with end users and technical staff of all types to gather business and system requirements. • Proposes comprehensive solutions based on business and technical requirements • Architects, designs, develops, and/or engineers user interface, service tier, data tier components, infrastructure or security for Mobile Projects. • Develops standards, repeatable processes, and reusable components • Leads project planning, including developing of timelines, composition of technical teams, and leveling of resources. • Mentors and manages technical team leads and team members on Department processes and standards to promote consistency and improve productivity. • Leads the development and review of technical deliverables on projects.

18. Web Application Developer

Web Application Developer 1	
Years of Experience	Five years industry experience.
Job Description	Perform specialized programming and technical work for website and Internet development.

Web Application Developer 2	
Years of Experience	5-7 years industry experience.



Job Description	Perform advanced programming and technical development for website and Internet development
-----------------	---

19. Webmaster

Webmaster 1	
Years of Experience	Five years industry experience.
Job Description	Experience maintaining multiple websites. Responsibilities include publishing, examining traffic patterns and transactions, and maintaining usability standards.

Webmaster 2	
Years of Experience	More than five years of industry experience.
Job Description	Advanced experience maintaining multiple websites; examining traffic patterns and transactions; testing for multiple platforms; maintaining usability standards and security standards as they relate to the sites; and the ability to coordinate among content managers and developers.

Cloud

20. Cloud Administrator

Cloud Administrator	
Years of Experience	
Job Description	<ul style="list-style-type: none">• Configures cloud environment components.• Ensure all devices are maintained properly. Ensure maintenance activity is scheduled on a regular basis. Performs system upgrades.• Installs cloud-related software programs and applications.• Monitors the performance of cloud services and ensures system efficiencies.



	<ul style="list-style-type: none"> • Conducts tests to check the efficiency and accuracy of cloud devices. • Troubleshoots cloud devices when issues are reported.
--	--

21. Cloud Architect

Cloud Architect	
Years of Experience	
Job Description	<ul style="list-style-type: none"> • Participates in designing, developing and refining the State of Michigan cloud to ensure that it is secure, reliable, and robust. Implements changes to the cloud to increase performance and efficiencies. • Develops and implements detection and disaster recovery activities to test cloud services; participates in detecting, investigating, documenting, and reporting actual or potential cloud environment security violations, intrusions, failures, performance or other issues. • Designs cloud backbone infrastructure, to provide reliable, optimized, high performance cloud services. • Evaluates security products and tests security systems performance; assists in planning, implementing, and testing disaster recovery procedures; participates in making formal risk assessments related to the State of Michigan cloud environment.

22. Cloud Engineer

Cloud Engineer	
Years of Experience	
Job Description	<ul style="list-style-type: none"> • Designs and implements cloud-based solutions. Assesses existing configurations and makes recommendations based on product specifications. Configures equipment and software to meet business needs, trains others on the solution, and documents the solution for ongoing support. Functions as part of a team on larger projects, or individually provides the services on support visits or smaller projects. Provides technical support and assists with the design of cloud solutions. • Upgrades equipment and software, applies patches, and ensures physical security of data. • Facilitates and leads the engineering process for the State of Michigan cloud environment. • Designs disaster recovery plans for cloud services. • Creates effective cloud strategies, including specific performance reports and metrics.



	<ul style="list-style-type: none">Requires experience in the technical services and support field as well as experience in cloud administration (DHCP, DNS, routers, firewall, etc.) Assists with troubleshooting cloud devices when issues are reported.
--	---

CUSTOMER/TECHNICAL SUPPORT

23. Contact Center Agent

- Answers inbound and places outbound calls in a call center with the goal of increasing business, customer satisfaction, and customer retention. Takes care of somewhat complex customer inquiries and problems and non-routine matters than those handled by lower-level Call Center Representatives. Requires a higher degree of skill and ability to explain more complex matters to ensure customer satisfaction and retention, and to sell products and services.

Contact Center Agent 1	
Years of Experience	1 to 5 years of experience in the field or in a related area
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Contact Center Agent 2	
Years of Experience	6-11 years of experience in the field or in a related area.



Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.
-----------------	---

Contact Center Agent 3	
Years of Experience	12 or more years of experience in the field
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

24. Help Desk

- Provide technical assistance to computer system users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.
- Provide service and preventive maintenance activities on terminals, printers, personal computers, etc. Basic knowledge of electrical/mechanical principles and basic electronics. Read and comprehend technical service manuals and publications. Knowledge of basic mathematics to read and understand various gauges, meters, and measurement devices. Able to diagnose and repair products by replacing worn or broken parts, and making technical adjustments. Makes appropriate use of reference publications and diagnostic aids in resolving technical problems. Strong communication skills.
- Assist in coordination of changes, upgrades and new products, ensuring systems shall operate correctly in current and future environment. Provide accurate and complete answers to general use and administrative environment questions in a timely manner. Implement shared software, such as operating systems, configuration management tools, application and development tools, testing tools, compilers, and code editors. Communicate accurate and useful status updates. Manage and report time spent on all work activities. Ability to work in a team environment.

Help Desk 1	
-------------	--



Years of Experience	1 to 3 years of experience in the field or in a related area
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Help Desk 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Help Desk 3	
Years of Experience	8 or more years of experience in the field
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

25. Technical Support

- Maintains, analyzes, troubleshoots, and repairs computer systems, hardware, and computer peripherals. Documents, maintains, upgrades or replaces hardware and software systems. Supports and maintains user account information including rights, security, and systems groups. Performs basic operation, monitoring, installation, trouble shooting, relocations, or maintenance of communications equipment. Identifies and resolves basic communications problems. Prepares or assists in the preparation of service record documentation. Shows awareness of standards and regulatory requirements related to assigned tasks.
- Assists in monitoring and providing assistance on the use and interface of systems, subsystems, and software applications. May be responsible for accessing data from and transferring data to various local, state, or federal databases. May assist in the review and recommendation of the procurement and inventory of information resources hardware or software. May write and update personal computer and mainframe application



programs. Experience in automated data processing systems. Knowledge of the practices, principles, and techniques of computer operations, of information systems, of computer software and hardware, and of information security policies and procedures. Skill in the use and support of personal computers, in the use of applicable programs and systems, and in troubleshooting information systems. Ability to operate information technology systems, to communicate effectively, and to train others.

- Provides assistance in the design, development, and maintenance of various system applications. Provides technical assistance and support for applications and hardware problems. Installs, maintains, moves, and assists in testing and upgrading new and existing hardware/software. Reviews and recommends procurement of information technology equipment. Maintains the necessary security controls over software. Makes presentations and briefings for training sessions. Prepares briefings, reports, and evaluations on system efficiency and utilization. May be responsible for accessing data from and transferring data to various local, state, or federal databases.
- Installs, maintains, moves, and assists in testing and upgrading new and existing hardware and software. Reviews and recommends procurement of information technology equipment. Maintains the necessary security controls over software. Develops procedure manuals. Develops and makes presentations and briefings for training sessions. Prepares briefings, reports, and evaluations on systems efficiency and utilization. May supervise the work of others.

Technical Support 1	
Years of Experience	1 to 3 years of experience in the field or in a related area
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Technical Support 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.



Technical Support 3	
Years of Experience	8 or more years of experience in the field
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

26. Infrastructure Solutions Architect

- Must be proficient at the techniques that go into the formulation of architectures, including requirements discovery and analysis, application of abstraction, formulation of solution context, solution alternatives identification and assessment, technology selection, and architectural configuration. Extensive understanding and experience in technology areas for Mainframe and Distributed platforms, networking, databases, High Availability/Disaster Recovery, and IT security.
- Ability to work closely with client/application architects, senior managers, and project managers to design and assist with the implementation of the solutions infrastructure related components. Demonstrated ability to work independently and complete assigned project responsibilities under limited supervision. Experience and skills in prevailing industry architecture and engineering methodologies such as ITIL. Knowledge of and experience with a broad range of application servers, web servers, messaging servers, database servers, and related technologies. Able to analyze business requirements and define solutions to address complex business needs. Experience in web infrastructure design and operations including IP, HTTP, HTTPS, FTP, load balancing, clustering, failover, monitoring, diagnostics, performance tuning, etc. Possess high aptitude for problem-solving and trouble-shooting.

Infrastructure Architect 1	
Years of Experience	1 to 3 years of experience in the field or in a related area
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Infrastructure Architect 2	
----------------------------	--



Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Infrastructure Architect 3	
Years of Experience	8 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Infrastructure Architect 4	
Years of Experience	10-12 years of experience.
Job Description	Advanced experience in architecting infrastructure solutions including proven experience with infrastructure integration.

Infrastructure Architect 5	
Years of Experience	12 or more years of experience in the field.



Job Description	Includes descriptions detailed earlier as well as experience in architecting advanced infrastructure solutions which may not be widely used or are new to the industry, including the ability to mentor other staff in the use of the specialty technologies and make recommendations on the use of the specialty technologies and integration within the organization’s architecture.
-----------------	--

27. System Administrator

- The System Administrator (SA) is responsible for effective provisioning, installation/configuration, operation, and maintenance of computer hardware and software and related infrastructure. This individual participates in technical research and development to enable continuing innovation within the infrastructure. This individual ensures that system hardware, operating systems, software systems, and related procedures adhere to State policies, standards, and guidelines. Responsibilities include systems administration engineering and provisioning, operations and support, maintenance and research and development to ensure continual innovation. Install new / rebuild existing servers and configure hardware, peripherals, services, settings, directories, storage, etc. in accordance with standards and project/operational requirements. Perform daily system monitoring, verifying the integrity and availability of all hardware, server resources, systems and key processes, reviewing system and application logs, and verifying completion of scheduled jobs such as backups. Perform regular security monitoring to identify any possible intrusions. Perform daily backup operations, ensuring all required file systems and system data are successfully backed up to the appropriate media, recovery tapes or disks are created, and media is recycled and sent off site as necessary. Perform regular file archival and purge as necessary. Create, change, and delete user accounts per request. Provide Tier III/other support per request from various constituencies. Investigate and troubleshoot issues. Diagnose and recover from hardware or software failures. Coordinate and communicate with impacted constituencies. Apply OS patches and upgrades on a regular basis, and upgrade administrative tools and utilities. Configure / add new services as necessary. Upgrade and configure system software that supports GIS infrastructure applications or Asset Management applications per project or operational needs. Maintain operational, configuration, or other procedures. Perform periodic performance reporting to support capacity planning. Perform ongoing performance tuning, hardware upgrades, and resource optimization as required. Configure CPU, memory, and disk partitions as required. Maintain data center environmental and monitoring equipment. Apply OS patches and upgrades on a regular basis, and upgrade administrative tools and utilities. Configure / add new services as necessary. Upgrade and configure system software or Asset Management applications per project or operational needs. Maintain operational, configuration, or other procedures. Perform periodic performance reporting to support capacity planning. Perform ongoing performance tuning, hardware upgrades, and resource optimization as required. Configure CPU, memory, and disk partitions as required.

System Administrator 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.



System Administrator 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

System Administrator 3	
Years of Experience	8 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

28. Senior System Engineer

The System Administrator (SA) is responsible for effective provisioning, installation/configuration, operation, and maintenance of computer hardware and software and related infrastructure. This individual participates in technical research and development to enable continuing innovation within the infrastructure. This individual ensures that system hardware, operating systems, software systems, and related procedures adhere to State policies, standards, and guidelines.

Perform daily system monitoring, verifying the integrity and availability of all hardware, server resources, systems and key processes, reviewing system and application logs, and verifying completion of scheduled jobs such as backups, ensuring all required file systems and system data are successfully backed up to the appropriate media, recovery tapes or disks are created, and media is recycled and sent off site as necessary.

Perform ongoing performance tuning, hardware upgrades, and resource optimization as required. Configure CPU, memory, and disk partitions as required. Maintain data center environmental and monitoring equipment. Apply OS patches and upgrades on a regular basis, and upgrade administrative tools and utilities.

Advanced experience or responsibilities including:

- Develop business requirements and functional specifications.
- Design and scope interfaces and workflows.
- Develop rules using JavaScript and mappers.



- Support unit, system and integration testing and create and update test scripts.
- Create routes for various use cases.
- Migrate interfaces.
- Debug error and hold queues.
- Interface support post Go Live.

Senior System Engineer	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	<p>The System Administrator (SA) is responsible for effective provisioning, installation/configuration, operation, and maintenance of computer hardware and software and related infrastructure. This individual participates in technical research and development to enable continuing innovation within the infrastructure. This individual ensures that system hardware, operating systems, software systems, and related procedures adhere to State policies, standards, and guidelines.</p> <p>Perform daily system monitoring, verifying the integrity and availability of all hardware, server resources, systems and key processes, reviewing system and application logs, and verifying completion of scheduled jobs such as backups, ensuring all required file systems and system data are successfully backed up to the appropriate media, recovery tapes or disks are created, and media is recycled and sent off site as necessary.</p> <p>Perform ongoing performance tuning, hardware upgrades, and resource optimization as required. Configure CPU, memory, and disk partitions as required. Maintain data center environmental and monitoring equipment. Apply OS patches and upgrades on a regular basis, and upgrade administrative tools and utilities.</p> <p>Advanced experience or responsibilities including:</p> <ul style="list-style-type: none">• Develop business requirements and functional specifications.• Design and scope interfaces and workflows.• Develop rules using JavaScript and mappers.• Support unit, system and integration testing and create and update test scripts.• Create routes for various use cases.• Migrate interfaces.• Debug error and hold queues.• Interface support post Go Live.

DATA MANAGEMENT

29. Senior Data Engineer



Senior Data Engineer	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	<p>Data Engineer will collaborate with stakeholders across the organization to assist with specific ad-hoc database requests (i.e., assembling large, complex data sets that meet functional / non-functional business requirements), implement internal process improvements, build infrastructure required for data transformation, provide actionable data-based insights into efficiency improvement and work across partners to assist with data related technical issues. Data Engineer will contribute to administrative data initiatives through optimizing and transforming data and databases.</p> <p>Resource will perform the following duties:</p> <ul style="list-style-type: none">• <u>Data engineering and transformation</u> – Data Engineer will lead Department and Agency through analytical data activities designed to support internal and external stakeholders<ul style="list-style-type: none">○ Communicate with customer as needed throughout process to refine data engineering targets.○ Collaborate with stakeholders across the organization to assist with specific ad-hoc database requests.○ Design research process, identifying appropriate data sources.○ Conduct research and produce analysis, automation, and insights.○ Demonstrate service excellence by providing high quality results that meet or exceed department expectations.• <u>Process improvement and reporting</u> – Data Engineer will contribute significantly to identify, design, and implement internal process improvements, automating manual processes, optimizing data delivery, re-designing infrastructure for greater scalability, etc.<ul style="list-style-type: none">○ Collaborate with partners in state departments/agencies.○ Meet regularly with customers to ensure customer needs are being met.○ Gather data from various internal and external sources.○ Present reports, tools, and data as requested or required.• <u>Contribute to Agency analytical tools and products</u> – Data Engineer will actively participate in workgroups with other staff in the design, development, and production of analytical tools and internal products or external customers.<ul style="list-style-type: none">○ Collaborate with other data engineers and analysts.○ Determine the most appropriate methods to present findings to meet customer's need and deliver the product.○ Build analytics tools that utilize the data pipeline to provide actionable insights into operational efficiency and other key business performance metrics.○ Demonstrate Customer Service Excellence by providing high quality results that meet or exceed agency and customer expectations.• <u>Required Knowledge</u><ul style="list-style-type: none">○ Working SQL knowledge and experience working with relational databases, query authoring (SQL) as well as working familiarity with a variety of databases.○ Experience with building dashboards in Tableau, BI, PowerPoint, and Excel is preferred



	<ul style="list-style-type: none"> ○ Experience performing root cause analysis on internal and external data and processes to answer specific business questions and identify opportunities for improvement. ○ Strong analytic skills related to working with unstructured datasets. ○ A successful history of manipulating, processing, and extracting value from large, disconnected datasets. ○ Strong project management and organizational skills. ○ Experience supporting and working with cross-functional teams in a dynamic environment.
--	--

30. Senior Data Analyst

Senior Data Analyst	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	<p>Resource will conduct research and analyze information to assist agency and partners in gaining a better understanding of agency programs. Resource will work closely with internal and external stakeholders to identify needs and will develop analytics initiatives to serve these needs. Resource will directly support senior management. Resource will contribute to administrative data initiatives through the production of assorted governmental products. Resource will perform the following duties:</p> <ul style="list-style-type: none"> ● <u>Research and Analysis</u> – Resource will represent the department through researching and consulting activity designed to support internal and external stakeholders. <ul style="list-style-type: none"> ○ Communicate with customer as needed throughout process to refine research targets. ○ Design research process, identifying appropriate data sources. ○ Conduct research and produce analysis. ○ Demonstrate customer service excellence by providing high quality results that meet or exceed customer and department expectations. ● <u>Data Analysis on Agency Initiatives</u> - Resource will contribute significantly to multiple ongoing Agency initiatives and projects <ul style="list-style-type: none"> ○ Collaborate with partners in state departments/agencies. ○ Meet regularly with customers to ensure customer needs are being meet. ○ Gather data from various internal and external sources. ○ Present reports, tools, and data as requested or required. ● <u>Required Knowledge</u> <ul style="list-style-type: none"> ○ Knowledge of research methods. ○ Knowledge of statistics. ○ Knowledge of statistical and visualization software. ○ Knowledge of administrative data. ○ Knowledge of longitudinal data.



31. Database Architect

- Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Must be able to design, develop and manipulate database management systems, data warehouses and multidimensional databases. Requires a depth and breadth of database knowledge that shall help with formal design of relational databases and provides insight into strategic data manipulation. Responsible for making sure an organization's strategic goals are optimized through the use of enterprise data standards. This frequently involves creating and maintaining a centralized registry of metadata. Capable of performing the role of a database administrator, if needed.

Database Architect 1	
Years of	1 to 3 years of experience in the field or in a related area



Experience	
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Database Architect 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Database Architect 3	
Years of Experience	8-11 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Database Architect 4	
Years of Experience	12 or more years of experience in the field



Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.
-----------------	--

32. Data Warehouse Architect

- Designs, implements and supports data warehousing. Implements business rules via stored procedures, middleware, or other technologies. Defines user interfaces and functional specifications. Responsible for verifying accuracy of data, and the maintenance and support of the data warehouse. Knowledge of data warehouse end-to-end implementation processes, from business requirement logical modeling, physical database design, ETL, end-user tools, database, SQL, performance tuning. Demonstrated problem resolution skills with team of persons, and strong leadership with implementation team Experience in data warehouse design and data modeling (both relational and dimensional) and development and maintenance of multi-dimensional data models. Development experience in implementation of data warehousing utilizing RDBMS. Understanding of data warehouse Metadata concepts, tools and different data warehouse methodologies. Expertise in SQL and proficiency in database tuning techniques. Responsible for the ongoing architecture and design of the data warehouse, data mart, and reporting environments. Develop strategies for flexibility and scalability, and define the future technical architecture direction for the business intelligence reporting physical environment.
- Responsible for proper selection of appropriate hardware, software, tools and system lifecycle techniques for the different components of the end-to-end data warehouse architecture including ETL, metadata, data profiling software, database platform, performance monitoring, reporting and analytic tools. Defining and documenting the technical architecture of the data warehouse, including the physical components and their functionality. Setting or enforcing standards and overall architecture for data warehouse systems. Monitoring the data warehousing industry and assisting in establishing the organization's data warehousing strategy and selection of strategic warehousing tools and techniques. Ensuring compatibility of the different components of the DW architecture and ensuring alignment with broader IT strategies and goals. Ability to educate the project teams on the standards and architecture of each component of the data warehouse architecture. Very strong written and oral communication skills, including some presentation skills.

Data Warehouse Architect 1	
Years of Experience	1 to 3 years of experience in the field or in a related area
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Data Warehouse	
----------------	--



Architect 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Data Warehouse Architect 3	
Years of Experience	8 or more years of experience in the field
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Data Warehouse Architect 4	
Years of Experience	8 or more years of advanced experience and responsibilities in the field
Job Description	<p>Responsible for Data Warehouse change management infrastructure and all promotions of code and DDL, as well Infrastructure installation, configuration, capacity planning and resource allocation.</p> <p>Providing input to SSPs and ensuring compliance with data privacy regulations</p> <p>Responsible for Data Warehouse Continuity Planning and testing. Participate in strategic planning and decision-making processes</p> <p>Experienced in loading data from multiple source systems. Develop and enforce data governance policies</p> <p>Providing targeted training and technical expertise to the development teams to enable them to better troubleshoot and support their batches. Provide technical guidance and mentorship to team members</p>



--	--

Data Warehouse	
Architect 5	
Years of Experience	8 or more years of advanced experience and responsibilities in the field
Job Description	<p>Conduct data architecture reviews and audits. Create and maintain documentation for data architecture and solutions. Evaluate and recommend new data technologies and tools. Ensure data quality and effective use of available information. Manage data integration and ETL processes. Responsible for our complex Linux security model on the ETL servers. Responsible to work with vendors and third-party service providers as needed. Experience with Patch management and system upgrades. Monitoring system performance and troubleshooting technical issues. Experience with Data Profiling for data quality Assessment and build data rules. Experience in Data Cleansing and Standardization using the built in rules as well as custom data rules to deliver the data for end users. Responsible for complex Common Batch Framework and Common Scheduler to ensure current and reliable data is available for critical business processes and decision making. Responsible for Data Warehouse security and access including Teradata and Linux security models. Develop disaster recovery and backup plans for data systems. Performing build engineer tasks for both manual and automated promotion processes. Responsible for migrating Data Warehouse activities to Common Processes. Conducting elevated access and user audits. Responsible for mitigating any audit findings.</p>

33. Database Administrator

- Responsible for data analysis and database management. Involved in maintenance, enhancement, designing of data dictionaries, physical and logical database models, and performance tuning. Knowledge of the utilities and production tools used for data storage management to support the Application Team. Coordinates physical changes to computer databases; codes, tests, and implements physical database, applying knowledge of database management system. Designs logical and physical databases reviews description of changes to database design to understand how changes to be made affect physical data base (how data is stored in terms of physical characteristics, such as location, amount of space, and access method).
- Establishes physical database parameters. Uses structured query language (SQL) to define database objects using database definition language (DDL) and control access to database objects using data control language (DCL). Language descriptions and specifies identifiers of database to database management system or directs others in coding database descriptions. Calculates optimum values for database parameters, such as amount of computer memory to be used by database, following manuals and using calculator. Specifies

user access level for each segment of one or more data items, such as insert, replace, retrieve, or delete data. Specifies which users can access databases and what data can be accessed by user. Tests and corrects errors, and refines changes to database.

- Enters SQL to create production database. Uses database utility programs and 3rd party utilities to monitor database performance, such as distribution of



records and amount of available memory. Directs programmers and analysts to make changes to database management system.



Reviews and corrects programs. Answers user questions. Confers with coworkers to determine impact of database changes on other systems and staff cost for making changes to database. Modifies database programs to increase processing performance, referred to as performance tuning. Workers typically specialize in one or more types of database management systems. Providing assistance in the planning, development, maintenance, and monitoring of integrated database systems, and ensuring that the conceptual and design phases of new applications are consistent with the structural parameters within the database environment.

- Evaluates users' requests for new data elements and systems, incorporates them into the existing shared data environment, and provides technical assistance. Coordinates the use of data to ensure data integrity and control redundancy, loads databases, and reorganizes as needed. Performs data modeling and prototyping. Performs logical and physical data modeling, designs relational database models, and creates physical data models from logical data models. Performs security recovery procedures. Determines and implements database search strategies and storage requirements. Maintains data dictionary ensuring uniformity of definitions and sets standards for use of data dictionary. Monitors database performance and recommends efficiency improvements. Creates test database environment for applications section, including the creation of necessary libraries and procedures.
- Executes the procedures necessary to save, retrieve, and recover databases from hardware and software failures within established procedures. Assists with determining, implementing, and enhancing standards on database security and with monitoring agency disaster recovery procedures and systems. Assists with the installation of database software and with analyzing, designing, and implementing databases. Assists in benchmarking and threshold testing of databases and with establishing and controlling necessary database security. Assists in the selection of database management software. Experience in computer systems analysis or computer programming work.
- Knowledge of the principles, practices, and techniques of computer programming and systems design; of computer operations, systems, and procedures; of project control and cost estimating techniques; of computer programming languages; of data processing flowcharting techniques; of database structures and theories; and of current database technologies.

Database Administrator 1	
Years of Experience	1 to 3 years of experience in the field or in a related area
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Database Administrator 2	
--------------------------	--



Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Database Administrator 3	
Years of Experience	8-11 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Database Administrator 4	
Years of Experience	12 - 14 years of experience in the field
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Database Administrator 5	
Years of Experience	15 or more years of experience in the field



Experience	
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

34. FileNet Tech Svs. Consultant

- Provide technical knowledge for the design, customization, integration, implementation, migration, and production support of FileNet product to develop content management solutions.
- Technical knowledge should include: Enterprise planning and design, System implementation, Deployment architecture, Resource planning and system sizing, Transition planning, Legacy system conversion, Content migration and federation, Media migration, Workflow and process modeling, Security and access control modeling, Disaster recovery configuration, Best practices development, Technical Integration Services to other COTS (i.e. SAP, Siebel), Knowledge Transfer

FileNet Tech Svs. Consultant 1	
Years of Experience	1 to 3 years of experience in the field
Job Description	Certified FileNet Specialist, Certified DataCap Specialist. Experience installing, configuring environments and workflow, experience with Taskmaster Capture, experience analyzing business requirements, generating project specifications and converting them into code, and applying knowledge of computer programming techniques and computer languages. FileNet Troubleshooting skills.

FileNet Tech Svs. Consultant 2	
Years of Experience	4 to 7 years of experience in the field
Job Description	Certified FileNet Specialist, Certified Data Cap Specialist. Experience analyzing business requirements, generating project specifications and converting them into code, and applying knowledge of computer programming techniques and computer languages. FileNet Troubleshooting skills.



FileNet Tech Svs. Consultant 3	
Years of Experience	8 or more years of experience in the field
Job Description	Certified FileNet Specialist, Certified Data Cap Specialist. Experience analyzing business requirements, generating project specifications and converting them into code, and applying knowledge of computer programming techniques and computer languages. FileNet Troubleshooting skills.

FileNet Tech Svs. Consultant 4	
Years of Experience	8+ years of advanced experience and responsibilities in the field
Job Description	<p>Certified FileNet Specialist, Certified Data Cap Specialist. Experience analyzing business requirements, generating project specifications and converting them into code, and applying knowledge of computer programming techniques and computer languages. FileNet Troubleshooting skills.</p> <p>Provide project management services for all aspects of the FileNet project including adherence to project schedules, task assignments, and budgets.</p> <p>Verify and confirm project task deliverables with the State Project Manager.</p> <p>Experience analyzing business requirements, generating project specifications and converting them into code, and applying knowledge of computer programming techniques and computer languages.</p> <p>At least 8+ year of experience in Datacap and related scanning product and suite.</p> <p>Experience in analyzing business requirements and can map technical requirement for agency specific Datacap projects and integrations.</p> <p>Have experience in configuring and testing Datacap applications and tools.</p> <p>Have hands on experience in batch scanning, workflow, indexing modules, data integrity rules, OCR and other Datacap provided product features.</p>



DATA PROTECTION

35. Data Protection Administrator

Data Protection Administrator	
Years of Experience	
Job Description	<ul style="list-style-type: none">• Configures various data protection devices simultaneously.• Ensure all devices are maintained properly. Ensure maintenance activity is scheduled on a regular basis. Performs system upgrades.• Installs data protection related software programs and applications.• Monitors the performance of data protection devices and ensures system efficiencies.• Ensure back up of data prior to/during installation/uninstall any software or application.• Conducts tests to check the efficiency and accuracy of data protection devices.

36. Data Protection Architect

Data Protection Architect	
Years of Experience	



Job Description	<ul style="list-style-type: none"> - Analyzes data needed to determine key requirements to store and access data and communicate that information to management. • Plans and designs data protection systems, both for temporary use and to meet long-term data protection needs.
-----------------	---

37. Data Protection Engineer

Data Protection Engineer	
Analyst	
Years of Experience	
Job Description	<ul style="list-style-type: none"> • Facilitates and leads the engineering process for data protection. • Creates effective data protection strategies, including specific performance and data usage reports and metrics. • Designs and implements solutions for data protection and maintenance. • Upgrades software, apply patches, and ensure physical security of data. • Evaluates input and output for systems and overall architecture; identifies and recommends improvements. • Designs disaster recovery plans and enforces backup and archival procedures.

DATA CENTER TECHNICAL SUPPORT

38. Senior Data Center Engineer

Senior Data Center Engineer	
Analyst	
Years of Experience	



Job Description	<ul style="list-style-type: none"> • Develop operational and project documentation and provide advice as a Technical Authority. Support data center engineering projects. Supervise staff on site to ensure projects tasks are fully delivered to the correct standards. Support the Data Center Manager to maintain all data center standards, documented procedures, adherence to security policies and audit compliance tasks. Provide technical advice on managing problems within the data center services team. Ensure that the data center is maintained and operational 24/7 by providing daily audits and reports about the performance level of services. Mentor, coach, train and guide other colleagues to deliver quality data center service.
-----------------	--

GOVERNANCE

39. IT Procurement Analyst

- Considerable knowledge of principles and practices of IT procurement including automated procurement systems and tools, budget monitoring/maintenance, file and records management, statistical report development, and related bookkeeping/governmental accounting/fiscal procedures.
- Effective oral and written communication skills; strong computer skills including a high level of proficiency with MS Office, databases, spreadsheets, and automated financial systems; proven ability to maintain divisional inventory and to establish effective working relationships with both internal and external vendors and personnel.
- Demonstrated ability to analyze data, develop statistical reports, reconcile records, and provide customer service at all levels; significant experience in IT procurement including, but not limited to, software and hardware licenses; experience administering state contracts.
- Degree in information technology, business, a related field, or an equivalent combination of education and/or training/experience; demonstrated competencies in customer service, problem solving, organizational and negotiation skills.

IT Procurement	
Analyst	
Years of Experience	A minimum of four years of experience required in the following areas; IT procurement experience, purchasing of software/hardware, negotiation. A minimum of two years of experience required in problem solving. A minimum of four years of experience in an accounting-related field highly desired.
Job Description	Will be responsible for a wide range of information technology procurements including IT goods and services through a variety of purchasing options; follows procurement guidelines, selects appropriate procurement method, processes and maintains procurement requests and invoices through automated accounting systems; reconciles vendor inquiries and discrepancies; participates in pre-bid conferences as needed. Will also perform administrative and fiscal tasks, accounts payable and receivable, and IT software inventory; will compile financial data and review/analyze for budget formulation; develop and maintain numerous fiscal and/or procurement related spreadsheets; and perform related functions as required.



40. IT Governance Analyst

- Works within IT Project Governance to provide oversight, direction and guidance/consultation for IT projects from project request submission through project close-out and post-implementation review. As a governance liaison, works with project managers to ensure all aspects of project management disciplines and ensures compliance with agency specific and State project management and project governance policies, procedures, standards and guidelines have been followed. Reviews and validates project deliverables to ensure information accuracy, thoroughness, completeness and compliance. Ensures all projects have a valid project plan that maintains scope, tasks, schedules, estimates, and status, and that information is accurately disseminated to IT management. Directs corrective actions in any area where performance falls below objectives.
- Assists with the development, promulgation, implementation and regular updates of IT Project Management and Systems Development standards, policies, and guidelines and any other governance policies and procedures needed for the overall IT governance framework. Ensures compliance with all policies and procedures in the execution of technology projects. Monitor the progress of technology projects and provide quick and accurate responses to IT Management as to status, issues and risks of those projects. Serve as liaison between IT management, project managers and SOM. Monitor and support the management of the division's technology portfolio comprised of projects, systems, data and tools. Provide mentoring, coaching, training and on-boarding for project managers in the areas of project management tools, standards, policies, and procedures. Train and mentor new members of the IT Project Governance team as needed.
- Initiate and conduct ongoing and regular IT Policy, Process, Procedure, and Standard reviews to ensure technology and governance best practices are incorporated into the agency's set of procedures and improve business and IT compliance with legislative and regulatory policies which impact IT deliverables. Assist in the preparation of reports and materials for regularly scheduled project and program portfolio reviews with IT CIO, IT Managers and PM's.

IT Governance Analyst	
Years of Experience	10 years of experience in the field
Job Description	Ensure projects have adequate project management and oversight structures and processes that will enable the success of the project. Verifies and validates project status reports. Assists with the training and implementation of new agency and/or COV project policies, standards, guidelines and procedures introduced. Assists with assessment of project management training needs, schedules classes as needed, or provides one on one project consulting. Reviews project documentation
	including project initiation documents such as the project charter, budget, schedule, cost benefit analysis, etc. throughout the project lifecycle until the end of the project including the project closeout report. Recommends approval of documents to AITR and Director. Attends project review and steering committee meetings for all projects for which he or she is governance liaison.



IT MANAGEMENT SERVICES

41. Business Continuity Analyst

Business Continuity Analyst	
Years of Experience	
Job Description	<ul style="list-style-type: none">• Develop, prepare and implement plans to ensure the State of Michigan can continue to operate in case of serious incidents or disasters. (i.e. analyzing organizations and suggesting improvement)• Security and risk management professional who develop strategies to return to normal business operations in a timely manner and ensures all data is backed up in case of an emergency or disaster.• Includes facilitating trainings.• Periodic maintenance tests.• Enhancing technical processes to make sure best strategies are being used.

42. Business Continuity Planner

Business Continuity Planner	
Years of Experience	5 or more years



Job Description	<p>Provides specialized expertise in business continuity planning, project management and problem analysis and resolution. Participates in major project assignments to: assist business partners in resolving business issues related to work area (business function), recovery planning and recovery plan development / enhancements. Capitalizes on business opportunities to refine processes to mitigate exposure during disruptions of service, and possibly, improve day-to-day operations. Facilitates and coordinates the development of work area (business function) business continuity plans for business units.</p> <p>Responsibilities include, but are not limited to, the following: assist business units with assessment of potential business impact, definition of critical, time-sensitive functions, design, development, and documentation of business continuity plans, recommend recovery strategies and options, and assist with the implementation of recovery solutions, coordinate business continuity plan exercises, develop schedules for training / awareness for business partner associates, coordinate development of business unit schedules for annual business continuity documentation maintenance and update, exercises, and independent review and validation, report the business continuity status of business units to senior management, provide expertise and support to management and business functional areas, as requested, when a disruption occurs.</p>
-----------------	---

43. Business Process Reengineering

Business Process Reengineering	
Years of Experience	5 or more years
Job Description	<p>This position applies process improvement and re-engineering methodologies and principles to conduct process modernization projects. Additional duties may include activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Providing group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Serves as a key coordinator between multiple project teams to ensure enterprise wide integration of re-engineering efforts.</p> <p>Additional Responsibilities: Design workflow for purchasing software, collect and analyze statistics/metrics for software purchases, identify gaps in all associated processes and risks, establish memorandum of understanding (MOU's) where required, maintain SOP's for all processes, and support the client at customer meetings.</p>



44. Enterprise Architect

Enterprise Architect	
Years of Experience	5 or more years
Job Description	<p>This position works across Application Development, Service Delivery and Infrastructure to identify, research, discuss, design, and implement key enterprise architecture standards. Other responsibilities include: Research, design, document, build, and pilot prioritized topics for standards. Manage the list of potential standards and work with the application development management to prioritize efforts. Work closely with Development, Infrastructure, and Service Delivery teams to understand their needs and ensure the best enterprise standard is implemented. Work closely with development teams to pilot and prove out the standard. Drive the identification, development and implementation of key new standards in areas such as: Performance Testing, Security, Event Management, Web UI Framework, .NET Design Standards, Application To Application Communication, Caching, etc. Propose new enterprise standards based on business need, IT need and technology advances. Assist development teams to implement the standards into business applications. Investigate new technology and techniques that should be developed into an agency enterprise architecture standard.</p> <p>Lead key enterprise architectural design projects as necessary. Operate as business savvy technical leader across the organization. Influence development teams to design high-quality technical solutions that fit the Enterprise Architecture and standards. Educate application development managers, developers, and business analyst on State Enterprise Architecture Standards.</p>

45. Enterprise Content Management Administrator

Enterprise Content Management Administrator	
Years of Experience	<p>At least 10 years experience with IBM FileNet P8 and related tools and technologies.</p> <p>At least 10 years experience in Troubleshooting & Product support FileNet product support.</p>
Job Description	<p>Responsible for managing and maintaining the Content Management environments for the Enterprise FileNet environment.</p> <p>Hands on experience with FileNet P8 version 5.x administration tools including ACCE, WebSphere, CPE development manager, Process designer.</p> <p>Hands on experience in FileNet provided application and suites IBM Content Navigator, IBM Enterprise Records Manager, ICC-SAP</p> <p>Hands on experience with bulk injection tools and scanning solutions like IBM Content Collector, DataCap & Capture.</p> <p>Experience with Oracle and SQL server databases.</p> <p>Experience with IBM FileNet P8 suites and products.</p> <p>Experience Installing and Configuring FileNet P8 environments and scanning tools.</p> <p>Experience with FileNet workflow, ability to diagnose and troubleshoot workflow issues.</p>



	<p>Certified in IBM P8 system administration and installation (will be plus).</p> <p>Working experience with Cloud based solutions.</p> <p>Working experience with Linux & Windows platforms.</p> <p>Work with management team for Project effect and estimates.</p> <p>Knowledge of virtual hosting environment, firewall and networking</p> <p>A strong sense of urgency including self-governance on task priority.</p> <p>Ability to communicate well, both verbally and in writing.</p> <p>Ability to work as a team member, ability to be a self-starter.</p>
--	---

46. Enterprise Content Management Engineer

Enterprise Content Management Engineer	
Years of Experience	<p>At least 10+ years experience in FileNet Engineer and implementing enterprise content management best practices.</p> <p>At least 10+ years experience in FileNet Administration.</p> <p>At least 15 +years experience in Troubleshooting & FileNet Product support</p>
Job Description	<p>Identifies how content varies based on customer needs and where each need arises in the customer journey.</p> <p>Identifies how content can be modularized so that it can be automatically reused (mixed and matched) to meet customer needs.</p> <p>Develops format-free structured content models so that content can be written in a consistent way and automatically published</p> <p>Defines the structure of the CMS repository so that it supports authoring and content retrieval.</p> <p>Develops metadata to tag all content modules for personalized content retrieval.</p> <p>Develops business rules to identify how content should be assembled automatically upon customer request.</p> <p>Determines how to optimize the content creation process.</p> <p>Determines how content has to be structured and tagged to support chatbots, natural language generation/automatic content generation, and AI.</p> <p>Design and Development of content models, reuse strategy, taxonomy and metadata, governance, and technology selection and configuration</p>

47. Enterprise Content Management Architect

Enterprise Content Management Architect	
Years of Experience	<p>At least 10+ years experience in FileNet Architect and implementing enterprise content management best practices.</p> <p>At least 10+ years experience in FileNet Administration.</p> <p>At least 15 +years experience in Troubleshooting & Product support FileNet product support.</p>



<p>Job Description</p>	<p>Designs architecture to support effective and reliable IT environments and meet an organization's requirements. Focuses on making both processes and legacy applications together to create a seamless environment. Create a map or plan of the structure and operations of an organization. Understand techniques of improving architecture and have a skillset to plan, build, and maintain an Enterprise Architecture solution.</p> <p>Compile or design hardware and software architectural models of current and proposed systems across the client enterprise for use internally and in conjunction with third party technology partners. The models are of two types:</p> <p>Enterprise Models that depict the entire client enterprise and its inter-relationships internally and with the state enterprise architecture.</p> <p>Reference Models that depict recommended & approved technologies & designs, which can serve as a template for future projects.</p> <p>Perform architecture design reviews across the organization.</p> <p>Define, implement, and maintain the IT technical architecture design methodology and best practices.</p> <p>Design Document Retention and Archival solution for organization.</p> <p>Design end to end solutions using FileNet product suites.</p> <p>Experience with image services and rendition engine and user federation/security across environments.</p> <p>Experience Installing and Configuring FileNet P8 environments and scanning tools.</p> <p>Perform technical requirements analysis for client enterprise level middleware, services, database, hardware components and objects.</p> <p>Product experience of FileNet using Oracle / MSSQL databases, WebSphere, Fixed Storage devices, Identity Manager Products in a FileNet environment.</p> <p>Working experience with Cloud based solutions.</p> <p>Working experience with Linux & Windows platforms.</p> <p>Work with management team for Project effect and estimates.</p> <p>Working experience with vulnerability remediation.</p> <p>Knowledge of virtual hosting environment, firewall, networking, security & data privacy best practices.</p> <p>Maintain familiarity with and understand the application of FedRAMP, FISMA, HIPAA, IRS, NIST, and PCI- regulatory guidelines and security competencies.</p> <p>Ability to communicate well, both verbally and in writing.</p> <p>A strong sense of urgency including self-governance on task priority.</p> <p>Ability to work as a team member, ability to be a self-starter.</p>
-------------------------------	--

48. IT Strategist

<p>IT Strategist</p>	
<p>Years of Experience</p>	<p>5 or more years</p>



Job Description	Supports top management in IT strategy formulation, IT strategic plans execution, strategic process improvements, and communication of IT strategies to all stakeholders. Analyze business performance, industry trends, existing or new regulatory requirements and their impact on IT operations; make recommendations on alternative courses of action, including risk assessment, capital investment, and acquisitions needed to align IT strategy with agency strategic plan. Requires advanced knowledge of strategic planning concepts and frameworks, business issues and concepts, research methodology, general management and financial analysis. Additionally, requires good interaction skills with senior management, with ability to articulate and defend recommendations made.
-----------------	---

49. Senior Technical Strategist

Senior Technical Strategist	
Years of Experience	At least 10 years' experience as Business Solution architect or other similar position
Job Description	<p>Possesses superb leadership, analytical, and interpersonal skills, and experienced in ensuring delivery of end-to-end customer-driven solutions. Supports top management in developing and executing business and IT strategic plans. Analyzes business performance, industry trends, existing or new regulatory requirements and their impact. Makes recommendations on alternative courses of action, including risk assessment, capital investment, and acquisitions needed to align business and IT strategy with the agency strategic plan. Additionally, requires good interaction skills with senior management and technical resources with ability to articulate and defend recommendations made.</p> <p>Ability to create a fully integrated business solution roadmap is required, along with an ability to shape the solution to align with business strategic goals, needs, and enterprise technology strategy. Establish trust with key stakeholders and drive process and functional objectives to meet the business needs. Responsibilities could include setting the strategic direction for the end-to-end project planning and governance processes, inject best practices, and provide direct leadership for process control, optimization, and data analytics.</p> <p>Requirements:</p> <ul style="list-style-type: none"> Leadership experience with large-scale human services project implementations Experience in Project Management Methodology (PMM) principles, Change Management, Risk Management, Issue escalation and status reporting. Develops a sound understanding of existing systems and processes, their strengths and limitations, and recommend technology approaches that align with current and future needs of the business in which they exist. Provides strategic vision on how they may be improved and developed. Ability to understand and explain the interactions between business policy, systems, applications, and services within the environment, and evaluate the impact of changes or additions to the environment. Strong written and verbal communication skills. Complete understanding of SDLC management practices and methodologies with emphasis on working within a mixed environment of Waterfall and Agile Scrum development methodology. Strong attention to detail with extensive analytical thinking and problem-solving skills. Supports working in a mixed Agile and Waterfall team environment.



50. IT Auditor

IT Auditor 1	
--------------	--



Years of Experience	0-2 years
Job Description	Audits information systems, platforms, and operating procedures in accordance with established corporate standards for efficiency, accuracy and security. Evaluates IT infrastructure in terms of risk to the organization and establishes controls to mitigate loss. Determines and recommends improvements in current risk management controls and implementation of system changes or upgrades. May require a bachelor's degree. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

IT Auditor 2	
Years of Experience	2-4 years
Job Description	Audits information systems, platforms, and operating procedures in accordance with established corporate standards for efficiency, accuracy and security. Evaluates IT infrastructure in terms of risk to the organization and establishes controls to mitigate loss. Determines and recommends improvements in current risk management controls and implementation of system changes or upgrades. May require a bachelor's degree. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

IT Auditor 3	
Years of Experience	4-6 years



Job Description	Audits information systems, platforms, and operating procedures in accordance with established corporate standards for efficiency, accuracy and security. Evaluates IT infrastructure in terms of risk to the organization and establishes controls to mitigate loss. Determines and recommends improvements in current risk management controls and implementation of system changes or upgrades. May require a bachelor's degree. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.
-----------------	--

IT Auditor 4	
Years of	6-8 years
Experience	
Job Description	Audits information systems, platforms, and operating procedures in accordance with established corporate standards for efficiency, accuracy and security. Evaluates IT infrastructure in terms of risk to the organization and establishes controls to mitigate loss. Determines and recommends improvements in current risk management controls and implementation of system changes or upgrades. May require a bachelor's degree. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

IT Auditor 5	
Years of	8+ years
Experience	
Job Description	Audits information systems, platforms, and operating procedures in accordance with established corporate standards for efficiency, accuracy and security. Evaluates IT infrastructure in terms of risk to the organization and establishes controls to mitigate loss. Determines and recommends improvements in current risk management controls and implementation of system changes or upgrades. May require a bachelor's degree. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.



51. IT Trainer

IT Trainer	
Years of Experience	0-2 years
Job Description	Develop an agency-wide training plan. Coordinate IT strategic planning process to determine the department's training requirements through communications with staff throughout the agency. Identify existing training that meets the requirements and provide a gap analysis of courses to develop in house. Develop curriculum and training plan. Develop evaluation and monitoring methods to ensure quality training. Develop short video training. Produce written documents with clearly organized thoughts using proper English sentence construction, punctuation, and grammar.

52. IT Sourcing Consultant

IT Sourcing Consultant 1	
Years of Experience	5+ years
Job Description	Position requires the ability to work independently as the team leader in the development and execution of sourcing strategies for assigned projects, assisting customers in solving IT business problems. This role will function to lead the sourcing process, through creation of the solicitation documents, evaluation of proposals and in execution of agreed upon negotiations strategy with selected suppliers. Leads evaluation and execution of risk mitigation strategies and establishes solid contracts that are in the long-term best interest of the customer. Has responsibility for managing customer expectations for project deliverables through effective and timely communications. Conducts a post-project lessons learned reviews with the customers to promote knowledge transfer and customer satisfaction.

IT Sourcing Consultant 2	
Years of Experience	10+ years



Experience	
Job Description	Position requires a proven ability to lead development and execution of complex sourcing strategies for assigned projects and consulting with customers to solve IT business problems. Conducts meaningful market research and works with business owners to develop sourcing scope, timelines and deliverables. This role will function as the leader of cross-functional teams through the sourcing process, in the evaluation of proposals, conducting and managing the negotiations process with selected suppliers. Has responsibility for proactively managing customer expectations for project deliverables through effective and timely communications to various levels of senior management. Identifies and manages contractual risks and establishes firm contracts that are in the long-term best interest of the customer. Conduct post-project lessons learned reviews with the customers to promote knowledge transfer and customer satisfaction.

53. Senior Technical Writer

Senior Technical Writer	
Years of Experience	
Job Description	<ul style="list-style-type: none"> • Develops and maintains user and technical documentation and project process documentation for Application Teams. Understands the user's view of applications and /or technology and is able to put procedures in a logical sequence. Provides expertise on technical concepts of applications and /or user groups and structuring procedures in a logical sequence, due to a broad understanding of the applications. Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. • Develop, enhance, and maintain user documentation for multiple applications including documentation required for the operations provider. Develop on-line source documentation as appropriate. Maintain documentation libraries and subscription lists. Identify, create, revise, and maintain documentation and templates. Ensure appropriate control access/use of documentation materials. Maintain application and user documentation. Ensure messages and terminology is consistent across all written materials. Research and complete documentation service requests. Communicate accurate and useful status updates. Manage and report time spent on all work activities. Follow quality standards. Ability to work in a team environment. Strong communication skills; both written and spoken. • Composes technical documents, manuals, bulletins, brochures, publications, training manuals, and special reports. Organizes and coordinates the composition of material and drafting of forms suitable for reproduction. Reviews and edits prepared material and illustrations. Develops and refines material for publication in journals and periodicals. Prepares informational material for release to the mass media. Works with agency staff in the development of formats, graphics, and the



	<p>layout of publications. Assists agency staff in preparing and refining material for speeches and other public presentations. May research product design, capabilities, and compatibility ranges.</p> <ul style="list-style-type: none"> • May oversee the writing, editing, publishing, and distribution of specification documents. May review various resources and prepare analyses or summaries. May train others. Experience in technical writing, journalism, or communications work. Knowledge of the techniques and methods of planning, organizing, and writing various types of materials; of research methodology; and of departmental policies, procedures, and regulations. Skill in the use of office equipment. Ability to conduct research; to compose, review, illustrate, and edit technical documents, materials, and reports; to communicate effectively; and to train others.
--	---

IT SECURITY

54. IT Security Analyst

- Monitor and advise on information security issues related to the systems and workflow at an agency to ensure the internal IT security controls for an agency are appropriate and operating as intended. Coordinate and execute IT security related projects for the agency. Coordinate response to information security incidents. Develop and publish Information Security policies, procedures, standards and guidelines based on knowledge of best practices and compliance with State IT Security policies, standards, and guidelines..
- Conduct campus-wide data classification assessment and security audits and manage remediation plans. Collaborate with IT management, Internal Audit, and SOM to manage security vulnerabilities. Create, manage and maintain user security awareness. Conduct security research and keeps abreast of latest security issues.
- Prepares IT security documentation, including department policies and procedures, agency notifications, Web content, and alerts.

IT Security Analyst 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.



IT Security Analyst 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

IT Security Analyst 3	
Years of Experience	8 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

55. IT Security Architect

IT Security Architect 1	
Years of Experience	3+ years of experience in security architecture 9+ years of experience in information security 9+ years of experience working with computer systems 9+ years of experience working with network software and hardware, data or voice as well as experience with open and proprietary software and hardware



Job Description	<p>Establish the target security/infrastructure architecture. Author corresponding requirements, including definition of dependencies on infrastructure consolidation efforts. Define Security/Information Assurance requirements (and dependencies). Specify key architectural aspects of the architecture view, and identify other aspects that need definition. Other duties include researching best practices for reuse, applying State IT Security and industry standards, and defining the transformation approach that transitions the current architecture to the target architecture.</p> <p>Experience working with current and emerging information security technologies and development methodologies. Bachelor’s degree in computer science, management information systems, or related field preferred. Good analytical and creative problem solving skills.</p> <p>Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.</p>
-----------------	--

IT Security Architect 2	
Years of Experience	<p>5+ years of experience in security architecture 11+ years of experience in information security</p> <p>11+ years of experience working with computer systems</p> <p>11+ years of experience working with network software and hardware, data or voice as well as experience with open and proprietary software and hardware</p>
Job Description	<p>Establish the target security/infrastructure architecture. Author corresponding requirements, including definition of dependencies on infrastructure consolidation efforts. Define Security/Information Assurance requirements (and dependencies). Specify key architectural aspects of the architecture view, and identify other aspects that need definition. Other duties include researching best practices for reuse, applying State IT Security and industry standards, and defining the transformation approach that transitions the current architecture to the target architecture.</p> <p>Experience working with current and emerging information security technologies and development methodologies. Bachelor’s degree in computer science, management information systems, or related field preferred. Good analytical and creative problem solving skills.</p> <p>Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.</p>

56. IT Security Auditor

IT Security Auditor	
---------------------	--



Years of Experience	15 or more years with IT security and audit experience
Job Description	Advanced knowledge of security standards and progressive experience performing security audits.

PROJECT MANAGEMENT

57. Program Manager

- Responsible for supporting all project delivery work in accordance with required methodology (such as the State of Michigan’s State Unified Information Technology Environment (SUITE) methodology), and following all standard project management industry standards such as PMI’s framework.
- Coordinates and controls the end to end process of capturing all key project artifacts, including but not limited to: business cases, project charters, baselined project schedules, project management plans, change requests, status reports, lessons learned. May require consistent utilization of the State of Michigan’s SUITE methodology and Project Portfolio Management (PPM) tool.
- Raises identified issues and risks to the appropriate senior management level including the Project Management Office (PMO) for action inclusive of description of the issue, comprehensive analysis of options and recommendation for remediation.
- Manages portfolio of projects’ execution to ensure conformity to established budgets, timelines and scope.
- Works with the stakeholders, including the PMO to facilitate project governance effectiveness through weekly status reporting, project/portfolio data, regular governance meetings, etc.

Program Manager	
Years of Experience	5+ years of recent experience in managing IT projects (preferably within a government environment)



Job Description	Experience in successfully managing Information Technology (IT) projects (full project life cycle) whose budget was greater than \$10,000,000 (excluding hardware/software costs) and whose timeline was greater than 3 years.. Documented experience in performing Project Management, Quality Management, or other critical functions within complex Information Technology projects (preferably with budgets greater than \$10,000,000 and multi-phase, multiyear implementations). Professional certification in Project Management, such as Project Management Professional (PMP) certification from the Project Management Institute.
-----------------	---

58. Project Manager

- Designs, plans, and coordinates work teams. Follows standard project management industry practices such as the PMI's framework. Understands business and technical objectives of a project and works closely with project sponsor. Creates project charter and work plan and tracks budget and schedule progress via appropriate metrics. Establishes project organization and methodologies and defines roles and responsibilities. Documents risks and develops mitigation plans. Manages scope. Creates and implements a communication plan. Builds an effective team, assigns tasks to team members, and evaluates outcomes. Negotiates resources. Communicates to stakeholders and project sponsor. Identifies, tracks, and ensures resolution of issues and removal of barriers. Provides technical support to project team members. Handles complex application features and technical designs. Designs and implements the components required for complex application features. Generally manages a group of applications system analysts. Relies on experience and judgment to plan and accomplish goals. Professional certification is highly desirable.
- May require specific PC, workstation, operating system, application or platform skills. Provides overall direction to the formulation, development, implementation, and delivery of a project. Exercises management responsibility over the achievement of performance, revenue, and profit objectives of a project and its contracts. Ensures that the project plan maintains tasks, schedules, estimates, and status, and disseminates information to team members and customers. Creates a structure and organization for the management of a complex environment with emphasis on quality, productivity, and consistency. Directs corrective actions in any area where performance falls below objectives. Arranges for the assignment of responsibility to other supporting facilities, business areas, and support functions, and monitors their performance. Self-directed and independent. Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project.

Project Manager 1	
Years of Experience	Minimum 2 years of experience as a Project Manager.



Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.
-----------------	---

Project Manager 2	
Years of Experience	Minimum 4 years of experience as a Project Manager.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Project Manager 3	
Years of Experience	Minimum 5 years of experience as a Project Manager.
Job Description	Advanced experience managing programs of projects, complex projects or multiple projects. Demonstrated and advanced understanding of project management methodologies. Relies on experience and judgment to plan and accomplish goals. A significant degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

59. Project Coordinator

Project Coordinator	
Years of Experience	Minimum 2 years of experience as a Project Coordinator



Job Description	The Project Coordinator shall provide day-to-day coordination of project tasks. The project coordinator maintains version control and provides administrative support for project management information system. Prior experience of large project administration. Ability to communicate at all levels of an organization and third parties. Experience with similar scale roles and organizations. The project coordinator is task focused. Works under the direction of the project manager and reports to a project manager.
-----------------	--

STORAGE

60. Storage Administrator

Storage Administrator	
Years of Experience	
Job Description	<ul style="list-style-type: none"> • Configures various storage devices simultaneously with the help of storage area network. Ensure all devices are maintained properly. Schedules maintenance activity of devices on a regular basis. Performs system upgrades. • Installs storage related software programs and applications. • Monitors the performance of storage devices and ensures that the systems work efficiently. <ul style="list-style-type: none"> • Ensure that important data is backed up at the time of installing or uninstalling any software program or application. • Conducts tests to check the efficiency and accuracy of storage devices.

61. Storage Architect

Storage Architect	
Years of Experience	



Job Description	<ul style="list-style-type: none">Analyzes data needed to determine key requirements to store and access data and communicate that information to management.Plans and designs storage systems, both for temporary use and to meet long-term data storage needs.
-----------------	---

62. Storage Engineer

Storage Engineer	
Years of Experience	
Job Description	<ul style="list-style-type: none">Facilitates and leads the engineering process for data storage.Creates effective storage strategies, including specific performance and data usage reports and metrics.Designs and implements solutions for data storage and maintenance.Upgrades software, apply patches, and ensure physical security of data.Evaluates input and output for systems and overall architecture; identifies and recommends improvements.Designs disaster recovery plans and enforces backup and archival procedures.

TELECOMMUNICATIONS AND COMPUTER NETWORKING

63. Contact Center Engineer

- This is a technical lead role working with cross-functional teams and agency business teams to support and implement complex agency contact center solutions. Confident in a client facing role and possess the ability to manage multiple stakeholders. Coordinate and perform release planning, development, testing, and releases on multiple agencies IVR enhancements. Build Call flow designs, Chat and integration to backend systems using application program interfaces (API). Manage NICE BU and provide Subject Matter Expertise (SME) input into solution design, and optimization for network solutions. Skills based routing design and implementation for voice, chat, email, and SMS contact center technology. Works with the Architecture team to design, develop, and deploy APIs, consume APIs. Understand business requirements with the ability to translate to technical requirements. Prepare design documents based on business requirements for the application development. Experience with cloud-based SaaS/PaaS/IaaS providers and working with virtualized systems, including application servers, databases, and networking infrastructure. Coordinate issue communication and resolution with multiple other tech teams in the event of a problem. Review support tickets with agency leadership and oversee any support questions from other team members that might be working on one of those agencies' tickets. Act as a SME accessible by other team members to discuss and work through possible ways to achieve or design a requested IVR enhancement.



Contact Center Engineer 1	
Years of Experience	Minimum 2 years of experience in the field or in a related area.
Job Description	<ul style="list-style-type: none"> • NICE CXOne Studio experience - Knowledge of Nice InContact CXone (ACD, IVR, Auto Dialer, OMNIChannel, WFM, Studio, Interaction Analytics, POCs & Auto Attendant) • Any equivalent alternate cloud-based call center technology like Amazon Connect or Five9 • Ability to program in one or more of the following software languages: C#, C++, Java, JavaScript, Python (Critical) • Ability to develop, maintain, and troubleshoot webservice API calls (Critical) • Base knowledge of intersystem networking, and data traffic flow between components. • Ability to troubleshoot end to end Call center applications including Chrome and Edge issues when interacting with a Web based application like Salesforce/ Microsoft Dynamics • Experience with Salesforce is a plus • Experience in Contact Center Dashboard Creation (optional)

Contact Center Engineer 2	
Years of Experience	3+ years of experience in the field or in a related area.
Job Description	<ul style="list-style-type: none"> • NICE CXOne Studio experience - Knowledge of Nice InContact CXone (ACD, IVR, Auto Dialer, OMNIChannel, WFM, Studio, Interaction Analytics, POCs & Auto Attendant) • At least 1 to 1.5+ years of experience with NICE inContact • Ability to program in one or more of the following software languages: C#, C++, Java, JavaScript, Python (Critical) • Ability to develop, maintain, and troubleshoot webservice API calls (Critical) • Base knowledge of intersystem networking, and data traffic flow between components. • Ability to troubleshoot end to end Call center applications including Chrome and Edge issues when interacting with a Web based application like Salesforce/ Microsoft Dynamics • Experience with Salesforce is a plus • Experience in Contact Center Dashboard Creation (optional)



Contact Center Engineer 3	
Years of Experience	Minimum 5 years of experience in the field or in a related area.
Job Description	<ul style="list-style-type: none">• NICE CXOne Studio experience - Knowledge of Nice InContact CXone (ACD, IVR, Auto Dialer, OMNIChannel, WFM, Studio, Interaction Analytics, POCs & Auto Attendant)• At least 1 to 1.5+ years of experience with NICE inContact• Ability to program in one or more of the following software languages: C#, C++, Java, JavaScript, Python (Critical)• Ability to develop, maintain, and troubleshoot webservice API calls (Critical)• Base knowledge of intersystem networking, and data traffic flow between components.• Ability to troubleshoot end to end Call center applications including Chrome and Edge issues when interacting with a Web based application like Salesforce/ Microsoft Dynamics• Experience with Salesforce is a plus• Experience in Contact Center Dashboard Creation

64. Network Administrator

- Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network availability. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures. Coordinate the development, implementation, and maintenance of a local area network or wide area network. Maintains the network's physical and logical structures, including network connections. Maintains network support software, analyzes user support statistics, and recommends appropriate measures. Installs, tests, and maintains network hardware and software. Prepares and analyzes statistics on network utilization and availability. Prepares training courses and provides user support and training in the use of available hardware, software, and utilities. Performs tuning and capacity planning activities to enhance the performance of the network resources.
- Assist in the development, implementation, maintenance, and monitoring of a local area network or wide area network. Works under close supervision with minimal latitude for the use of initiative and independent judgment. Performs procedures for backup, recovery, and archival of files stored on the network. Communicates with vendors, users, management, and network programming staff. Serves as contact for remote network locations to obtain clarification of problems and to identify solutions or corrective actions. Assists in preparing training courses and



providing user support and training in the use of available hardware, software, and utilities. Assists in maintaining the local area network or wide area network, cable and hub installations, and inventories. Conducts product evaluations of upgraded or new hardware and software—identifying strengths, weaknesses, and potential benefits to the agency—and recommends enhancements to network facilities.

- Assists in maintaining the network's physical and logical structures and in installing and testing hardware and software. Assists in performance tuning and capacity planning activities to enhance the performance of the network resources and in maintaining network support software. Assists in or conducts product evaluations of upgraded or new hardware and software and identifies strengths, weaknesses, and potential benefits to the agency. Assists in maintaining the operating system and security software utilized on the network, including the addition of new users to the network and establishment of rights and privileges. Experience in local or wide area network work. Knowledge of network facilities and data processing techniques; of personal computer hardware and software; of network operating system and security software; and of performance monitoring and capacity management tools.

Network	
Administrator 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.

Network	
Administrator 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Network	
---------	--



Administrator 3	
Years of Experience	8 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

65. Network Architect

- Participates in designing and developing the network to ensure that it is secure, reliable, and robust; implements and maintains network management servers that assist the agency in managing, monitoring, and securing the network.
- Develops and implements detection activities to test network vulnerability to intrusion by hostile individuals or groups; participates in detecting, investigating, documenting, and reporting actual or potential network security violations, intrusions, or other inappropriate use.
- Designs backbone infrastructure, network facilities, wide area networks, local area network, wireless and telecommunication networks to provide reliable Internet access, remote access to information technology services (ITS), network security, and high performance networking.
- Evaluates security products and tests security systems performance; assists in planning, implementing, and testing disaster recovery procedures; participates in making formal risk assessments related to network security.
- Certification in areas related to network management and security preferred (CNE, MCSE, MSCE+1, CISA, CCNA, CCNP, CCIE, CCSA, CCSE, CCSE-PLUS, Cisco Security Specialist).
- Requires experience in the technical services and support field as well as experience in network administration (DHCP, DNS, routers, firewall, etc.)

Network Architect 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment.



Network Architect 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Network Architect 3	
Years of Experience	8 or more years of experience in the field.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

66. Network Engineer

- Responsible for installing networking technologies and supporting networks. Assesses existing network configurations and makes recommendations based on product specifications. Configures equipment and software to meet business needs, trains others on the solution, and documents the solution for ongoing support. Functions as part of a team on larger projects, or individually provides the services on support visits or smaller projects. Provides technical support and assists with the design of network solutions.
- Requires experience in the technical services and support field as well as experience in network administration (DHCP, DNS, routers, firewall, etc.)

Network Engineer 1	
Years of Experience	1 to 3 years of experience in the field or in a related area.



Job Description	Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and preestablished guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent
	judgment.

Network Engineer 2	
Years of Experience	4-7 years of experience in the field or in a related area.
Job Description	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. A certain degree of creativity and latitude is required. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.

Network Engineer 3	
Years of Experience	8-11 years of experience in the field or in a related area.
Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.

Network Engineer 4	
Years of Experience	12 or more years of experience in the field.



Job Description	Relies on experience and judgment to plan and accomplish goals, independently performs a variety of complicated tasks, a wide degree of creativity and latitude is expected.
-----------------	--

67. Public Safety Communications Engineer

Public Safety Communications Engineer 1	
Years of Experience	5+ years experience preferred
Job Description	<p>Extensive knowledge of public safety communications and enhanced emergency communication networks. Knowledge of current mission critical communications, industry trends in technology, architecture, and networking.</p> <p>Performs systems analysis, design, documentation, and implementation of complex public safety communications projects. These projects may include needs analyses, staffing studies, consolidation plans, equipment assessments and planning, budget preparation and forecasting, performance reporting/analysis and other related supporting the operation of public safety answering points and first responders.</p>

Public Safety Communications Engineer 2	
Years of Experience	8+ years experience preferred
Job Description	<p>Extensive knowledge of public safety communications and enhanced emergency communication networks. Knowledge of current mission critical communications, industry trends in technology, architecture, and networking.</p> <p>Performs systems analysis, design, documentation, and implementation of complex public safety communications projects. These projects may include needs analyses, staffing studies, consolidation plans, equipment assessments and planning, budget preparation and forecasting, performance reporting/analysis and other related supporting the operation of public safety answering points and first responders.</p>

68. Radio Engineer



Radio Engineer	
Years of Experience	Considerable experience in voice, data and video systems. Training in electronics is required. Advanced technical experience in the design of voice, data, video and wireless/radio systems and services. FCC General Radio Telephone license or Amateur Radio License highly desirable. Certification in public procurement would be desirable. Advanced knowledge of complex communications systems; business management practices and principles.
Job Description	Conducts the review, analysis and design of current and proposed voice, data and video communications, both wire line and wireless, also develop engineering plans and networks for state agencies and institutions. Performs research to develop recommendations for enhancements, expansions and/or consolidations of voice, data and video communications, using wire line and wireless equipment, facilities and services. Engineer system/network migration details toward sharing of integrated services, while laying the foundation of Open System Interconnections. Assist in the coordination, engineering and processing of FCC licenses. Educate and keeps abreast of FCC Land Mobile Radio (LMR) rules, policies, legal rulings and ongoing spectrum issues--analyzes results and impacts.

69. Voice/Data Communications Technician:

Years of Experience	1 to 3 years of experience in the field or in a related area.
Job Description	Plans network installations by studying customer orders and technical specifications. Configures and establishes voice and data networks. Verifies service by performing appropriate testing; identifying, correcting, or escalating problems. Documents network by prescribed methodology; recording configuration diagrams and specifications. Maintains network by troubleshooting and repairing outages; testing network procedures; updating documentation.

70. Voice/Data Communications Engineer/Design Specialist:

Years of Experience	4 to 7 years of experience in the field or in a related area.
Job Description	Primarily responsible for providing technical expertise, services and solutions for various voice and data services. Provides technical direction and engineering knowledge for activities including planning, designing, configuring, developing, testing, installing and maintaining the communications networks. Ensures that adequate and appropriate planning is provided to direct architects and planners in building communications spaces and media pathways. Provides complex engineering or analytical tasks and activities associated with one or more technical areas.

71. Voice/Data Communications Architect:

Years of Experience	8 years or more of experience in the field or in a related area.
---------------------	--



Job Description	<p>Coordinates strategies for defining, deploying, and maintaining the voice communication architecture and its associated network connections and component hardware.</p> <p>Manages initiatives, planning technology roadmaps, and configuring and optimizing all systems and services. Maintains the department's service level standards.</p>
-----------------	---