

### Class Concept

This is supervisory and managerial work in directing a designated team of computer applications analysts and applications programmers who are engaged in the full range of applications design, maintenance, configuring, scripting, and programming for several application systems. Positions fulfill technical, fiscal, and personnel responsibilities for development teams and the projects in which they engage. Positions may be responsible for leading Quality Assurance/Testing analysts involved in performing testing of applications or systems development, upgrades, or changes.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Thorough knowledge of the processes and concepts involved in computer applications analysis including conceptual design, feasibility studies, work process evaluation, cost assessments for development and implementation, and the full range of applications programming and documentation.
- Ability to review area accomplishments toward organizational objectives in order to maximize operational effectiveness.
- Ability to analyze appropriate financial and other metrics to make business decisions.
- Ability to manage timelines, resources, and personnel (internal staff and contractors), and direct implementation efforts to completion based on user expectations, policies, and guidelines.
- Ability to promote change by communicating to and involving others and eliminate ineffective processes that are outdated.
- Demonstrated, technical understanding of the business, research, engineering, scientific, mathematical, and/or statistical process mandated by the particular application.
- Ability to plan and supervise the work of others.

#### Minimum Education and Experience

Bachelor's degree in computer science or an IT related field or other related technical degree from an appropriately accredited institution and five years progressive experience including at least two years of experience in programming and applications analysis or related work; or

Associate degree in computer science or an IT related field or other related technical degree from an appropriately accredited institution and six years progressive experience including at least two years of experience in programming and applications analysis or related work; or an equivalent combination of education and experience.