Class Concept
The IT Business Systems Analyst III classification is responsible for leading the analysis of business objectives and processes, and overseeing the review of functional requirements, design, and testing for enterprise projects.

Positions at this level manage large-scale, complex IT business systems initiatives across multiple agencies or statewide programs. Responsibilities include leading strategic planning, end-to-end business analysis, process modernization efforts, and enterprise-level solution design. This role encompasses oversight of project portfolios, mentoring senior analysts, and driving innovative technology adoption to meet evolving business and regulatory needs. Positions within this classification are differentiated from the IT Business Systems Analyst I and II by operating at the enterprise or multi-agency level, versus unit, agency-wide, or project-level focus. Positions within the class are accountable for high-impact initiatives with significant financial, operational, and political visibility. The positions within the class provide leadership and guidance to multiple stakeholders and cross-functional teams, engaging directly with leadership in defining and achieving their strategic goals, while also spearheading process improvement and management initiatives.

Recruitment Standards

Knowledge, Skills, and Abilities
- Experience aligning technology solutions with long-term enterprise goals, regulatory compliance, and emerging digital transformation priorities
- Demonstrated experience in designing, refining, and deploying streamlined processes across multiple business units—including policy interpretation, risk management, and compliance considerations
- Experience in presenting complex technical and business strategies
- Experience initiating and stewarding adoption of advanced methodologies and technologies (e.g., AI-driven analytics, cloud migration, RPA, enterprise data platforms)
- Exceptional ability to develop enterprise-scale business cases, quantify benefits, and manage cost-benefit analyses on a scale
- Strong understanding of state government business functions and technology components.
- Ability to lead and mentor teams

Minimum Education and Experience
Bachelor's degree in business administration, computer science, or a related field and five (5) years of progressively responsible IT business analysis, process improvement, or strategic systems work; or

Associate degree in business administration, computer science, or a related field and six (6) years of progressively responsible IT business analysis, process improvement, or strategic systems work, or

High school diploma or GED and eight (8) years of directly relevant experience, including significant enterprise-level or cross-functional leadership responsibilities; or equivalent combination of education and experience leading to equivalent qualifications.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.