



LEAD PROGRAMMER ANALYST

Characteristics of Work

Incumbents in the programming/analysis field are involved in analyzing and evaluating existing applications systems, and designing and developing new or enhanced systems to support the user needs. Incumbents provide acceptable automated systems using a variety of platforms and technologies through the development of logic, coding, and testing of applications/programs. Individuals in this family work directly with users to define systems requirements and provide training and assistance in applications.

The Lead Programmer/Analyst is the leadership level for a few, select individuals who work with a high degree of independence to design and implement highly complex integrated applications. Projects typically involve many clients and address the more complex issues of the business area supported. Incumbents at this level are viewed as key contributors for the client's organization and are sought out as a resource for evaluating potential approaches for automation. They are able to translate the client's needs into optimal technical solutions, creating bridges for future additions or enhancements and determining the solution based on the longer-term needs of the client. Typically, they spend little time in actual programming except for the most complex and unusual applications. Positions at this level play a leadership role in the area from both a technical and a project leadership perspective.

Alternatively, incumbents at the leadership level may have formal supervisory responsibilities for a small group of professional staff engaged in the analysis, design, development and implementation of integrated systems. Incumbents provide management oversight for development of systems proposals, feasibility studies, and the design and implementation of integrated systems which meet clients' needs, as well as possibly performing systems analysis work.

Examples of Work

Examples of work performed in this classification include, but are not limited to, the following:

Leads teams of programmer analysts in analysis, design, development, and implementation of complex integrated applications.

Leads small projects and/or project phases or subphases.

Conducts feasibility studies and develops project proposals.

Conducts needs assessments and cost benefits analyses to recommend innovative solutions addressing client requirements.

Designs complex application systems and very large, multi-object databases.

Plans and designs multi-system interfaces, incorporating long-term client needs.

Performs related or similar duties as required or assigned.

Essential Functions

Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:

1. Leads technical teams in application analysis, design, and development for small projects and/or project phases or subphases.
2. Designs complex information systems, databases, and multi-system interfaces.
3. Recommends innovative technology solutions to meet business objectives.

Minimum Qualifications

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

Physical Requirements: These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

Light Work: May frequently walk or stand and/or frequently exert force equivalent to lifting up to approximately 10 pounds and/or occasionally exert force equivalent to lifting up to approximately 20 pounds.

Vision: Requires the ability to perceive the nature of objects by the eye.

Near Acuity: Clarity of vision at 20 inches or less.

Midrange: Clarity of vision at distances of more than 20 inches and less than 20 feet.

Far Acuity: Clarity of vision at 20 feet or more.

Depth Perception: Three-dimensional vision. Ability to judge distance and space relationships so as to see objects where and as they actually are.

Accommodation: Ability to adjust focus.

Speaking/Hearing: Ability to give and receive information through speaking and listening skills.

Motor Coordination:

While performing the duties of this job, the incumbent is regularly required to sit; use hands to finger, handle or feel objects, tools or controls; and reach with hands and arms. The incumbent is frequently required to stand; and walk. The incumbent is occasionally required to climb or balance; and stoop, kneel, crouch, or bend.

Experience/Educational Requirements:

Education:

A Bachelor's Degree from an accredited four-year college or university in computer science, data processing, business information systems, or a related field;

AND

Experience:

Six(6) years of directly related experience.

OR

Education:

An Associate's Degree in Applied Science in a Technical Program in an area of Information Technology approved by the IT Professional Development Committee;

AND

Experience:

Six (6) years of directly related experience.

OR

Education:

An Associate's Degree from an accredited two-year college in computer science, data processing, business information systems, or a related field;

AND

Experience:

Eight(8) years of directly related experience.

OR

Education:

Graduation from a standard four-year high school or equivalent (GED);

AND

Experience:

Ten (10) years of directly related experience.

Substitution Statement:

Related education and directly related experience may be substituted on an equal basis.

Possession of an Institute for Certification of Computer Professionals (ICCP) certificate based on successful completion of an examination may be substituted for one (1) year of the required experience. Certificate must be attached.

Interview Requirements

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.