



## **DATABASE ANALYST I**

### **CHARACTERISTICS OF WORK:**

The positions in this family are responsible for the design, implementation, management, and maintenance of enterprise databases and database system applications. Incumbent may assist in application development and maintenance. To varying degrees at different levels, these positions must understand the structure and logic of databases, how the databases are linked together, and how they impact other business systems. Incumbents are also responsible for the security, quality, and integrity of the data resources in assigned databases. While there are common underlying capabilities required in this family, roles of incumbents will be based on their overall focus in the application of their capabilities.

Database Analyst I is the basic level where incumbents develop their proficiency in database design and management techniques as they relate to specific database(s) supported. Using appropriate database storage and retrieval language(s) and their general knowledge of database design considerations, they work under the direction of more senior staff to design, enhance, and maintain assigned database(s). Incumbents at this level also respond to user agency technical staff's problems and requests. While at this level, incumbents increase their knowledge of database design considerations and operating interrelationships among databases, business applications, and the operating system in preparation for promotion to the next level.

### **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.

### **EXPERIENCE/EDUCATIONAL REQUIREMENTS:**

#### **Education:**

A Bachelor's Degree from an accredited four (4) year college or university in Computer Science, Data Processing, Business Information Systems, or a related field;

**AND**

#### **Experience:**

Two (2) years of directly related experience.

**OR**

**Education:**

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

**AND**

**Experience:**

Two (2) years of directly related experience.

**OR**

**Education:**

An Associate's Degree from an accredited two (2) year college in Computer Science, Data Processing, or a related field;

**AND**

**Experience:**

Four (4) years of directly related experience.

**OR**

**Education:**

Graduation from a standard four (4) year high school or equivalent (GED);

**AND**

**Experience:**

Six (6) 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).

**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.

**Ability to adjust focus:** Ability to adjust the eye to bring an object into sharp focus.

**Speaking/Hearing:** Possesses the 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.

**COMPETENCIES:**

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

**PUBLIC SECTOR COMPETENCIES:**

**Integrity and Honesty:** Demonstrates a sense of responsibility and commitment to the public trust through statements and actions.

Models and demonstrates high standards of integrity, trust, openness, and respect for others. Demonstrates integrity by honoring commitments and promises. Demonstrates integrity by maintaining necessary confidentiality.

**Work Ethic:** Is productive, diligent, conscientious, timely, and loyal.

Conscientiously abides by the rules, regulations, and procedures governing work.

**Service Orientation:** Demonstrates a commitment to quality public service through statements and actions.

Seeks to understand and meets and/or exceeds the needs and expectations of customers. Treats customers with respect, responding to requests in a professional manner, even in difficult circumstances. Provides accurate and timely service. Develops positive relationships with customers.

**Accountability:** Accepts responsibility for actions and results.

Is productive and carries fair share of the workload. Focuses on quality and expends the necessary time and effort to achieve goals. Demonstrates loyalty to the job and the agency and is a good steward of state assets. Steadfastly persists in overcoming obstacles and pushes self for results. Maintains necessary attention to detail to achieve high-level performance. Deals effectively with pressure and recovers quickly from setbacks. Takes ownership of tasks, performance standards, and mistakes. Has knowledge of how to perform one's job. Knows the organization's mission and functions and how it fits into state government.

**Self Management Skills:** Effectively manages emotions and impulses and maintains a positive attitude.

Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works effectively and cooperatively with others to achieve goals. Treats all people with respect, courtesy, and consideration. Communicates effectively. Remains open to new ideas and approaches. Avoids conflicts of interest. Promotes cooperation and teamwork.

**Interpersonal Skills:** Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

Demonstrates cross cultural sensitivity and understanding. Identifies and seeks to solve problems and prevent or resolve conflict situations. Encourages others through positive reinforcement.

**Communication Skills:** Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

Receives other cues such as body language in ways that are appropriate to listeners and situations. Takes into account the audience and nature of the information; listens to others, attends to nonverbal cues, and responds appropriately. May make oral presentations. Communicates ideas, suggestions, and concerns, as well as outcomes and progress throughout the process of an activity. Provides thorough and accurate information.

**Self-Development:** Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

Seeks efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development. Develops and enhances skills to adapt to changing organizational needs. Remains open to change and new information and ideas.

#### **TECHNICAL COMPETENCIES:**

**Database Design:** The process of producing a detailed data model of a database in which the model contains all the needed logical and physical design choices and physical storage parameters needed to generate a design in a Data Definition Language, which can then be used to create a database.

Designs and creates databases and database system applications. Creates and maintains database tables. Determines the data to be stored in the database. Determines the relationships between the different data elements. Understands the structure and logic of databases, how databases are linked together, and how they impact other business systems. Understands data manipulation language.

**Technical Competence:** Uses knowledge that is acquired through extensive on-the-job experience to perform one's job; advises others on technical issues.

Designs, implements, manages, and maintains enterprise databases and database system applications. Applies knowledge of database design considerations and operating interrelationships among databases, business applications, and the operating systems to complete specific assignments. Provides technical expertise and help desk assistance to end-users.

**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. Creates and maintains database tables.
2. Provides technical expertise and help desk assistance to end-users.
3. Designs and creates databases and database system applications.

**EXAMPLES OF WORK:**

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

Creates and maintains database tables.

Develops and monitors procedures and functions.

Provides technical expertise on the database management system to user and technical personnel.

Identifies and resolves problems as requested by user agency technical staff.

Monitors database and application backups to ensure recoverability.

Tests, corrects, monitors, updates, and documents developed applications.

Monitors database transactions to ensure correct usage of the database.

Performs related or similar duties as required or assigned.

**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.