

University of Virginia

Job Summary

Job Code:	Job Title:	Applications Systems Analyst/ Programmer V
UVA Survey Code:	UVA Survey Code Title:	
Pay Band:	Career Path:	Systems Engineer, Design & Development
FLSA Status:	Management or Individual Contributor:	Individual Contributor

Position Summary: Describe below the primary purpose and function of this job

Functions as a technical lead and often as a business expert assisting clients in defining needs; formulates and defines system scope and objectives based on client needs. Devises or modifies procedures to solve highly complex/unprecedented problems considering computer equipment capacity and limitations, operating time, and form of desired results. Responsible for program design, coding, testing, debugging, and documentation.

Key Roles & Responsibilities: List up to 6 key roles and responsibilities of this job.

1. Devise or modify procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results.
2. As the top technical expert in one or more highly specialized areas of applications systems analysis and programming, provide technical leadership on highly complex projects.
3. Prepare detailed specifications from which programs will be written.
4. Responsible for program design, coding, testing, debugging, and documentation.
5. Instruct, direct, and check the work of other applications systems analysis and programming personnel or assigned project team members.
6. Responsible for quality assurance review.

Expertise: Describe the requirement for knowledge and expertise about the subject area as well as how various parts of the University work together to achieve objectives. Explain the degree of understanding required of the industry and university environment.

As the technical expert, incumbent is required to have an expert understanding of his/her discipline including all required certifications as well as an expert understanding of the business environment of a large university system. Incumbent must demonstrate an exceptional understanding of the University system, its policies, and its operating procedures. Incumbent must have excellent project management skills and the ability to work within a matrixed environment if necessary. Incumbent is expected to maintain currency of knowledge with respect to relevant state-of-the-art technology, equipment, and/or systems.

Incumbent should have expert knowledge of applications systems analysis and programming; computer security procedures and protocols; current technological developments/trends in area of expertise; relevant client operating systems, applications, and equipment; and computer flow charts, programming logic and codes. Incumbent must also have the ability to determine computer problems and coordinate hardware and/or software solutions; plan, implement, test, and troubleshoot system software; install, test, and maintain operating software and hardware; document work in progress and write technical instructions; and investigate and analyze information and draw conclusions.

Problem Solving: Describe the nature and complexity of the problems this position encounters on a recurring basis. Include information regarding the level of innovation required, if any, and include mention of environmental factors that may add to the complexity of resolving issues.

Incumbent will address highly complex or unprecedented problems and will use experience, judgment, and innovation in creating solutions. Incumbent seeks assistance for problems that are business-critical. Incumbent develops innovative approaches to problem-solving and anticipates/mitigates potential issues.

University of Virginia

Job Summary

Nature & Area of Impact: To what degree does this job affect the University (i.e., through interactions with faculty or students, making decisions, defining or setting strategy, etc.)? What is the breadth of the impact that this job has, either positive or negative (i.e., affects own team, department, function, business unit, entire university, etc.)?

Impact is felt within the team/department for which the incumbent works and within multiple, coordinating departments. Work quality, decision-making and long-term project management can affect the productivity of students, faculty and/or staff. Impact of errors is substantial, usually university-wide, and can have a lasting effect.

Interactions / Interpersonal Skills: Describe the nature and level of interactions this job has with others, both internally and externally. Explain any specific interpersonal skills necessary to successfully perform this role (i.e., negotiation skills, represents business at external events or to governmental bodies, etc.).

Interactions are with fellow team members and coordinating team members, but the incumbent will also have interactions with assigned student, faculty, or staff clients – typically at a management level. Incumbent works with and may manage external vendors and service providers. Incumbent should possess excellent verbal and written communication skills to convey technical guidance and information to users and to provide excellent customer service. Incumbent will train and provide guidance to more junior staff members and provide management with input into performance evaluations. Incumbent regularly provides guidance to management on critical technology issues. Incumbent guides technical direction and influences department/University strategies. Incumbent is recognized as an expert within and external to the University.

Distinguishing Characteristics

This is the expert level for the discipline. Few incumbents will reach this level as it is reserved for those who are both internally and externally recognized as an expert in their discipline. Incumbent possesses all requirements and skills for Level 4 and has achieved proficiency in the typical tasks assigned to Level 4.

- **Skills:** Distinguished from Level 4 skills in that the Level 5 incumbent has fully developed his/her advanced technical skills, applies them regularly, and uses them to provide innovation to work processes and outcomes.
- **Level of Work:** Distinguished from Level 4 work by highly complex, strategically significant, and technically innovative activities. Assignments at Level 5 are always long-term and the incumbent has complete latitude to devise the approach and method to performing the assignment.
- **Supervision:** Distinguished from Level 4 by the complexity and uniqueness of the assignment. Level 5 assignments are typically multi-faceted, may be cross-discipline and require significant coordination and planning by the incumbent. Level 5 incumbents typically tackle unprecedented assignments and are often self-directed. Also distinguished from Level 4 in that the incumbent serves as a technical resource to all levels on the most complex and/or unprecedented problems. Level 5 incumbents will often train Level 1, 2, 3 and 4 incumbents on work processes and policies and assist management with developing their technical skills. Level 5 has input into hiring decisions and staff performance assessments, but does not directly supervise.
- **Interactions:** Distinguished from Level 4 in that the Level 5 incumbent regularly works beyond his/her own team and externally and interactions include influencing others. The Level 5 incumbent regularly works with related teams, client groups, management, vendors, and external thought leaders in related disciplines.
- **Focus:** Distinguished from Level 4 in that the Level 5 incumbent regularly works toward specific department goals and client goals, as well as establishing the technical direction of the department.

Job Requirements And Qualifications: Indicate the minimum and preferred education and experience for this job and any licenses and certifications required.

Minimum Education:	Bachelor's degree or equivalent experience in Computer Science, MIS, Computer Engineering or related discipline.	Preferred Education:	Master's degree in Computer Science, MIS, Computer Engineering or related discipline.
Minimum Experience:	7+ years	Preferred Experience:	10+ years

Required Licenses/Certifications: