

Senior Programmer Analyst (Specialist)

Knowledge, Skill, Ability, and Personal Characteristic Statements Rating Results

1	Ability to analyze information and situations, reason logically and creatively, and identify problems in order to draw valid conclusions and develop effective solutions.
2	Ability to update and maintain computer program/application.
3	Ability to develop a computer program/application using a specified programming language.
4	Knowledge of principles and procedures of computer programming/application development.
5	Ability to work independently on projects or assignments without close supervision or detailed instructions to achieve intended results.
6	Ability to analyze business requirements and develop technical solutions.
7	Knowledge of various programming languages (e.g., JAVA, Assembler, COBOL, Natural, C, VB.Net).
8	Ability to develop and maintain constructive and cooperative working relationships.
9	Ability to prioritize work assignments and/or problem solutions to ensure completion within established timeframes.
10	Ability to perform job tasks during stressful working conditions (e.g., deadlines, multiple assignments).
11	Knowledge of Information Technology (IT) techniques for sorting, searching, and querying data (e.g., SQL, CICS, IDMS).
12	Ability to adapt to changes in priorities, work assignments, and other interactions.
13	Ability to verbally communicate information and ideas so others will understand.
14	Ability to work on multiple projects and/or assignments concurrently.
15	Ability to actively listen to others to facilitate an open exchange of ideas and provide for effective communication.
16	Knowledge of basic math (e.g., addition, subtraction, multiplication, division, decimals, percentages, fractions) to calculate numerical data.
17	Ability to apply creative thinking in the design and development of methods of processing data within information technology systems.
18	Knowledge of debugging/troubleshooting tools and techniques used to assess problems within a computer program/application.

19	Ability to develop specific goals and plans to prioritize, organize, and accomplish your work.
20	Knowledge of general operating principles, capabilities, and limitations of information technology system equipment.
21	Ability to interpret data models (e.g., Entity Relationship diagram) to develop an application.
22	Knowledge of system development methodologies (e.g., Systems Development Lifecycle, Agile, Waterfall, Iterative).
23	Knowledge of information technology testing concepts (e.g., unit, integration, stress, regression) to ensure the software functions as designed.
24	Knowledge of Information Technology troubleshooting techniques to restore operations.
25	Knowledge of methodologies and standards for keeping sensitive data secure.
26	Ability to write clearly and concisely using proper spelling, grammar, syntax and sentence structure.
27	Knowledge of database design principles and techniques to ensure the department's requirements are met.
28	Knowledge of application deployment methodologies to develop and perform necessary migration tasks (e.g., data conversion, software installation/instructions, migration plans, change and release management) to properly manage deployments.
29	Ability to effectively communicate in front of groups to facilitate an open exchange of ideas.
30	Ability to design data models to meet system requirements.
31	Ability to utilize reusable application components to streamline development and improve consistency and maintainability.
32	Ability to create technical documents (e.g., dataflow diagrams, entity relationship diagrams, process flows) for new or revised systems to ensure business requirements are met.
33	Knowledge of techniques used to design data interfaces (e.g., Web Services, Geographical Information System, Online Mainframe Screens, GUI).
34	Ability to evaluate technical proposals for Information Technology (IT) solutions.
35	Ability to determine the accuracy of various mathematical calculations and functions.
36	Knowledge of version control methods to track changes to software, manage ownership of software and ensure the correct version is in use.
37	Knowledge of basic algebraic principles to define equations and manipulate variables.

38	Knowledge of general computer architecture (CPU, memory allocation, peripheral devices, I/O, etc.) in order to perform basic computer functions.
39	Ability to write technical reports to ensure processes performed are appropriately recorded.
40	Ability to delegate work assignments at the appropriate level of responsibility.
41	Knowledge of database security practices to protect the databases from unauthorized users.
42	Knowledge of technologies that support electronic publishing such as word processing software, spreadsheet software, presentation software, and database software.
43	Knowledge of quality assurance and quality control methodologies in order to comply with departmental standards.
44	Knowledge of usability standards and testing scenarios.
45	Ability to develop work plans and other project management documents to monitor work projects.
46	Ability to monitor the work of staff to ensure that it meets agreed upon business requirements.