

Associate Programmer Analyst (Specialist)

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

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

19	Knowledge of basic algebraic principles to define equations and manipulate variables.
20	Ability to work on multiple projects and/or assignments concurrently.
21	Ability to determine the accuracy of various mathematical calculations and functions.
22	Knowledge of system development methodologies (e.g., Systems Development Lifecycle, Agile, Waterfall, Iterative).
23	Ability to apply creative thinking in the design and development of methods of processing data within information technology systems.
24	Ability to develop specific goals and plans to prioritize, organize, and accomplish your work.
25	Knowledge of database design principles and techniques to ensure the department's requirements are met.
26	Ability to utilize reusable application components to streamline development and improve consistency and maintainability.
27	Knowledge of information technology testing concepts (e.g., unit, integration, stress, regression) to ensure the software functions as designed.
28	Knowledge of methodologies and standards for keeping sensitive data secure.
29	Ability to interpret data models (e.g., Entity Relationship diagram) to develop an application.