

Senior Programmer Analyst (Supervisor)

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 develop and maintain constructive and cooperative working relationships.
3	Ability to verbally communicate information and ideas so others will understand.
4	Ability to actively listen to others to facilitate an open exchange of ideas and provide for effective communication.
5	Ability to prioritize work assignments and/or problem solutions to ensure completion within established timeframes.
6	Ability to develop specific goals and plans to prioritize, organize, and accomplish your work.
7	Ability to write clearly and concisely using proper spelling, grammar, syntax and sentence structure.
8	Knowledge of equal employment opportunity principles, regulations, and objectives to support equal employment opportunity policies and goals.
9	Ability to work on multiple projects and/or assignments concurrently.
10	Ability to work independently on projects or assignments without close supervision or detailed instructions to achieve intended results.
11	Ability to delegate work assignments at the appropriate level of responsibility.
12	Ability to lead and motivate staff to maximize productivity and accomplish objectives.
13	Knowledge of principles and procedures of computer programming/application development.
14	Ability to adapt to changes in priorities, work assignments, and other interactions.
15	Ability to effectively communicate in front of groups to facilitate an open exchange of ideas.
16	Knowledge of supervisory principles, practices, and techniques to plan, oversee, and direct the work activities of staff.
17	Knowledge of basic math (e.g., addition, subtraction, multiplication, division, decimals, percentages, fractions) to calculate numerical data.

18	Knowledge of various programming languages (e.g., JAVA, Assembler, COBOL, Natural, C, VB.Net).
19	Knowledge of database design principles and techniques to ensure the department's requirements are met.
20	Ability to analyze business requirements and develop technical solutions.
21	Ability to develop a computer program/application using a specified programming language.
22	Knowledge of general operating principles, capabilities, and limitations of information technology system equipment.
23	Knowledge of system development methodologies (e.g., Systems Development Lifecycle, Agile, Waterfall, Iterative).
24	Ability to perform job tasks during stressful working conditions (e.g., deadlines, multiple assignments).
25	Ability to write technical reports to ensure processes performed are appropriately recorded.
26	Ability to monitor the work of staff to ensure that it meets quality, quantity, and timeliness standards.
27	Knowledge of Information Technology (IT) techniques for sorting, searching, and querying data (e.g., SQL, CICS, IDMS).
28	Ability to develop work plans and other project management documents to monitor work projects.
29	Ability to determine the accuracy of various mathematical calculations and functions.
30	Knowledge of leadership practices and motivational techniques to maintain a productive work environment.
31	Knowledge of the progressive disciplinary process.
32	Ability to assess and identify staff training needs to improve staff competency and productivity.
33	Knowledge of project management tools, techniques and methodologies
34	Ability to organize and facilitate trainings and meetings (e.g., Joint Application Design).
35	Ability to update and maintain computer program/application.
36	Knowledge of general computer architecture (CPU, memory allocation, peripheral devices, I/O, etc.) in order to perform basic computer functions.
37	Ability to interpret data models (e.g., Entity Relationship diagram) to develop an application.
38	Knowledge of a variety of base arithmetic (e.g., binary, hexadecimal).
39	Ability to apply creative thinking in the design and development of methods of processing data within information technology systems.

40	Knowledge of debugging/troubleshooting tools and techniques used to assess problems within a computer program/application.
41	Knowledge of information technology testing concepts (e.g., unit, integration, stress, regression) to ensure the software functions as designed.
42	Ability to utilize reusable application components to streamline development and improve consistency and maintainability.
43	Knowledge of techniques used to design data interfaces (e.g., Web Services, Geographical Information System, Online Mainframe Screens, GUI).
44	Ability to design data models to meet system requirements.
45	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.
46	Ability to monitor the work of staff to ensure that it meets agreed upon business requirements.
47	Knowledge of technologies that support electronic publishing such as word processing software, spreadsheet software, presentation software, and database software.
48	Knowledge of methodologies and standards for keeping sensitive data secure.
49	Knowledge of gap analysis techniques to identify deficiencies.
50	Knowledge of usability standards and testing scenarios.
51	Knowledge of basic algebraic principles to define equations and manipulate variables.
52	Ability to identify performance issues and opportunities for improvements in the system being supported.