

POSITION CATEGORY DESCRIPTIONS

IT TEMPORARY STAFF CATEGORIES

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Business Analyst	Serves as a liaison between the business community and the IT organization in order to provide technical solutions to meet user needs. Possesses expertise in the business unit(s) they support, as well as, an understanding of the IT organization's systems and capabilities. Analyzes business partner's operations to understand their strengths and weaknesses to determine opportunities to automate processes and functions. Assists in the business process redesign and documentation as needed for new technology. Translates high level business requirements into functional specifications for the IT organization and manages changes to such specifications. Educates the IT organization on the direction of the business. Negotiates agreements and commitments by facilitating communication between business unit(s) and IT from initial requirements to final implementation. Possesses an understanding of technological trends and uses this knowledge to bring solutions to business units supported to enhance the enterprise's competitive edge. May make recommendations for buy versus build decision.	Entry	\$33.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$48.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$63.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$78.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$93.00		Requires mastery technical and business knowledge in multiple disciplines/processes to include management background. Typically possesses a minimum of 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May manage or lead projects and provide guidance/training to more junior staff.
Client Technologies Technician	Configures and installs software for IT users' desktops and laptops. Involved in the installation and rollout of new software packages, upgrades and new desktop hardware. Maintains desktop software and hardware; supports mobile workforce. Provides Tier 2 support to IT users for basic software and hardware of end-user computing and desktop-based LAN systems. Troubleshoots problems using scripts and checklists as guides. Escalates to Tier 3 support when necessary. Documents problems and resolutions. May perform end-user training. Strong customer service skills are important in this position. Participates in the testing and evaluation of new desktop packages and implements prototypes.	Entry	\$34.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$45.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$56.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$67.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$78.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses a minimum of 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May manage or lead projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Computer Operator	Responsible for monitoring multi-technology computing platforms including midrange platforms, mainframes and/or servers. Responsible for ensuring a stable operating environment and attaining maximum utilization of system facilities. Operates and monitors console systems and peripheral equipment such as printers, disk drives and tape readers. Troubleshoots and restores routine technical service and peripheral equipment, schedules production runs, performs system backup process, disaster recovery tests, loads tapes, disks and paper as needed. Assists programmers and systems analysts in running jobs that are used for testing and debugging new programs.	Entry	\$29.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$38.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$47.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$56.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$65.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses a minimum of 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and provides strategic direction, guidance and integration of products and services. Manages projects and provides guidance/training to junior staff.
Data/Information Architect	Responsible for the overall design of the enterprise-wide data/information architecture, which maps to the enterprise architecture and balances the need for access against security and performance requirements. Knowledgeable in most aspects of designing and constructing data architectures, operational data stores, and data marts. Focuses on enterprise-wide data modeling and database design. Defines data/information architecture standards, policies and procedures for the organization, structure, attributes and nomenclature of data elements, and applies accepted data content standards to technology projects. Facilitates consistent business analysis, data acquisition and access analysis and design, Database Management Systems optimization, archiving and recovery strategy, load strategy design and implementation, security and change management at the enterprise level. Translates strategic requirements into a usable enterprise information architecture, which may include an enterprise data model, associated meta-model, common business vocabulary, ontologies and taxonomies to be used to guide enterprise solution development and achieve consistency of information assets across the application portfolio. Develops a metadata management and repository strategy to manage all enterprise information architecture project artifacts. Ensures existing data/information assets are identified, stewarded and leveraged across the enterprise. Requires an understanding of emerging regulatory issues (e.g., consumer privacy laws, outsourced data and specific industry guidelines such as HIPAA) to develop internal and external checks and controls to ensure proper governance, security and quality of information assets.	Entry	\$23.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$43.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$58.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$73.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$98.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses a minimum 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May manage or lead projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Database Administrator	Manages and maintains all production and non-production databases. Responsible for standards and design of physical data storage, maintenance, access and security administration. Performs backup and recovery on Database Management Systems, configures database parameters and prototype designs against logical data models, and defines data repository requirements, data dictionaries and warehousing requirements. This position optimizes database access and allocates/re-allocates database resources for optimum configuration, database performance and cost.	Entry	\$41.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$61.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$81.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$121.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$141.00	Master's Degree in a relevant field of work or equivalent work experience.	Knowledge in multiple disciplines/processes. Typically possesses a minimum of 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May manage or lead projects and provide guidance/training to more junior staff.
Datatel Consultant	Accountable for providing overall direction and integration for a specific ERP module, functional and/or business area. Understands the business strategy of a particular function/area and works with the team to define business requirements. Communicates and coordinates with other team leads, business leadership, and Project Manager to ensure appropriate integration of processes and modules across the enterprise. Oversees, defines and monitors critical path activities and resolves issues or escalates issues to the Project Manager as needed. Drives the design and implementation of new business processes with organizational structure and required ERP configuration. Must possess an in-depth understanding of the business function/process supported, and also be viewed as a credible representative of that business function/process. Successful implementation is dependent on the ability of the incumbent to influence business leadership and management decisions and drive ownership and acceptance of changes to the business.	Team Lead	\$96.00	Requires a bachelor's degree in area of specialty and at least 8 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs a group of ERP Analysts. A wide degree of creativity and latitude is expected.	Develops, plans, and implements the Enterprise Resource Planning (ERP) system. Sets deadlines, assigns responsibilities, and monitors progress for the ERP system. Evaluates and recommends changes to current and future ERP system requirements to meet organizational needs. Typically reports to top management.
		Manager	\$111.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Typically possesses 7 to 10 years of relevant professional work experience. Requires prior management, supervisory or team leader experience.	Middle level of management. Typically manages supervisors, project leads and/or staff. Responsible for an organization(s) performing work in one or more related functions or projects.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Internet / Web Engineer	Integrally involved in the development and support of all internet/intranet/extranet sites and supporting systems. Works closely with other IT groups and customers to define the system design and user interface based on customer needs and objectives. Participates in all phases of the development and implementation process, and may act as a project manager on special projects. Ensures the integration of the Web servers and all other supporting systems. Responsible for system tuning, optimization of information/data processing, maintenance and support of the production environment.	Entry	\$39.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$59.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$79.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$99.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$119.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses a minimum of 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
IT Healthcare Consultant	<ul style="list-style-type: none"> Participates in the leadership and management of state's Health Information Technology (HIT) alignment with federal American Recovery and Re-investment Act (ARRA) Health Information Technology for Economic and Clinical Health Act (HITECH) provisions. Leads the creation of a statewide plan for successful HITECH compliance. Guides the state in securing appropriate federal funding for state and related entities, including Health Information Exchange (HIE) planning and implementation grant funds and regional extension center appropriations. Identifies and pursues other applicable HIT funding available to the state. Assists state entities and diverse public and private health interests toward successful procurement, adoption, development, and meaningful use of HIT funds, tools, and systems. Partners with statewide stakeholders in designing sustainable processes to support healthcare providers in the adoption and use of health technology. Ensures accountable qualification and reporting mechanisms to measure appropriate, meaningful use and reimbursement related to HIT. Designs and develops statewide measurement capacities to capture data related to adoption and use of health technology, and supports clinical and translational research. Designs and delivers HIT education and outreach efforts to state's health community, legislative interests, and the public 	Consultant	\$250.00	<p>Master's degree or higher in health or management field. Experience in medical research a plus.</p> <p>Information Technology Infrastructure Library (ITIL) Certification a plus</p>	<ul style="list-style-type: none"> Successful, extensive experience in federal grant applications, procurement, reporting and administration. At least 15 years in the healthcare arena, with extensive experience in health technology. Demonstrable success in project management and consulting experience, with at least five years in health-related executive management experience. Experience with health provider and systems assessment. Proven record of integrating multiple data collection, operation and billing platforms. Expert familiarity with ARRA's HITECH provisions, and its requirements for states and providers. Experience in selecting and implementing Electronic Health Records (EHR) and Electronic Medical Records (EMR) technologies, and HIE system development and deployment. Extensive experience with HIT development and infrastructure maintenance, as well as the adoption of health technology in the provider setting. Experience with state and federal health regulatory compliance. Independent and deadline-oriented, with ability to translate broad and complex concepts to diverse audiences. Mastery of PowerPoint software. 	Top level management complexity.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Network Administrator	Monitors, troubleshoots and maintains network (LAN, WAN and wireless) multiplexers, hubs and routers, and uses remote monitoring tools. The duties of this position can be broad and may include such tasks as installing new workstations and other devices, adding and removing individuals from the list of authorized users, archiving files, overseeing password protection and other security measures, monitoring usage of shared resources, and handling malfunctioning equipment. Selects, develops, integrates and implements network management applications for internet components.	Entry	\$31.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$46.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$61.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$76.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$106.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 10+ years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. Leads projects and provides guidance/training to junior staff.
Network Engineer	Assists in the planning, forecasting, implementation, and identification of resource requirements for network systems (including wireless) of moderate complexity. Participates in network planning, network architecture design and engineering. Integrates and schematically depicts communication architectures, topologies, hardware, software, transmission and signaling links and protocols into complete network configurations. Evaluates new products, performs network problem resolution and assists in the development and documentation of technical standards and interface applications. Monitors protocol compatibility, performs system tuning and makes recommendations for improvement.	Entry	\$38.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$56.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$74.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$92.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$100.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 10+ years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and provides strategic direction, guidance and integration of products and services. Leads projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Network Technician	Provides daily operations support and maintenance for network systems (including wireless). Proactively monitors networks to provide stable, dependable network services across multiple platforms. Configures and troubleshoots computer networks. Maintains LAN/WAN/wireless operations by working with network facility and hardware/software vendors to ensure timely problem resolution. Maintains and utilizes network management applications to identify network faults, to ensure the provision of data or other telecommunications access to customers, and the movement of information from one location to the other.	Entry	\$34.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$45.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$56.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$67.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$78.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 10 + years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and provides strategic direction, guidance and integration of products and services. Leads projects and provide guidance/training to junior staff.
Security Analyst	Develops and manages security for more than one IT functional area (e.g., data, systems, network and/or Web) across the enterprise. Assists in the development and implementation of security policies and procedures (e.g., user log-on and authentication rules, security breach escalation procedures, security auditing procedures and use of firewalls and encryption routines). Prepares status reports on security matters to develop security risk analysis scenarios and response procedures. Responsible for the tracking and monitoring of software viruses. Enforces security policies and procedures by administering and monitoring security profiles, reviews security violation reports and investigates possible security exceptions, updates, and maintains and documents security controls. Involved in the evaluation of products and/or procedures to enhance productivity and effectiveness. Provides direct support to the business and IT staff for security related issues. Educates IT and the business about security policies and consults on security issues regarding user built/managed systems. Represents the security needs of the organization by providing expertise and assistance in all IT projects with regard to security issues. Must have extensive knowledge in networking, databases, systems and/or Web operations. More junior level position primarily focuses on security administration; a more senior level position is involved in developing enterprise security strategies, management of security projects and the most complicated security issues.	Entry	\$33.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$50.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$67.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$84.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$101.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 10+ years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. Leads projects and provide guidance/training to junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
SunGard/SCT Consultant I	Develops risk management procedures, business continuance scenarios, and contingency plans for central and distributed systems and networks to maintain operations during downtime and/or major disasters. Identifies and makes recommendations regarding critical points of failure. Develops and implements policies and procedures for business continuance and test plans with various operational and support groups in IT. Involved in the evaluation and selection of vendors to ensure service level agreement meet business continuance planning requirements.	Business Continuance Specialist/Intermediate	\$79.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
SunGard/SCT Consultant II	Responsible for the implementation and integration of risk management procedures across the enterprise, based on a thorough understanding of key IT services that must be maintained to reduce financial loss and critical customer service capability. Ensures monitoring and testing of business continuance procedures, ensures response to system failures, and is proactive in building processes to minimize/eliminate downtime. Develops service level risk management agreements with the business and with vendors.	Manager, Business Continuance	\$103.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Typically possesses 7 to 10 years of relevant professional work experience. Requires prior management, supervisory or team leader experience.	Middle level of management. Typically manages supervisors, project leads and/or staff. Responsible for an organization(s) performing work in one or more related functions or projects.
Systems Analyst (not authorized for application development)	Responsible for the design and development of IT systems. Develops design and functional specifications, produces deliverables related to the project(s) assigned and assists in post implementation support and system enhancements. Responsible for selecting appropriate C.A.S.E. tools to develop systems. Responsible for gathering, compiling and synthesizing information with regard to technology processes or systems. Possesses experience in minicomputer or client/server environments including the implementation and support of resource planning, sales automation, marketing, financial and distribution systems.	Entry	\$34.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$51.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$68.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$85.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 8 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Consultant	\$102.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Systems Software Programmer	Responsible for the analysis, development, modification, installation, testing and maintenance of operating systems software. Possesses a strong understanding of systems programming, graphical user interfaces and control languages. Evaluates vendor supplied software packages and makes recommendations to IT management. Modifies and/or debugs vendor-supplied utilities and packages. Modifies, installs and prepares technical documentation for system software applications. Diagnoses, isolates and de-bugs software problems and performs problem resolution. Monitors systems capacity and performance, plans and executes disaster recovery procedures and provides Tier 2 technical support.	Entry	\$36.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$55.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$74.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$93.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 6 to 9 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$112.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
Technical Trainer	Responsible for the creation and delivery of training and development programs to all levels of end-users and IT professionals. Involved in training needs assessment process and vendor selection. Works closely with both IT and the business to understand system and training needs for applications and packages supported. Develops documentation for custom applications and packaged applications, using a variety of mediums as needed. Designs training programs, classes, workshops, and Computer Based Training (CBT) and on-line help. Delivers training to a variety of audiences, understanding and applying adult learning principles. More junior position works on and delivers training programs for standard packages and productivity tools (e.g., Word, Excel, e-mail). More senior position delivers technical training to IT professionals, and requires in-depth knowledge and experience in the systems/applications/programming languages supported (e.g., Oracle, NT, C++).	Entry	\$27.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$40.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$53.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$66.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 6 to 8 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Consultant	\$79.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Web Designer	Responsible for the design, development and creation of user-centered designs for Web sites. Responsibilities include human factors engineering, heuristic evaluations and usability testing for Web and client based applications as well as metrics setting and monitoring for assessing the usability of the Web application. Works to improve the usability, usefulness, and desirability of Web sites in collaboration with Graphic Designers, Product Managers, Engineering Staff and other Web Designers. Must be able to perform usability tests, provide design prototypes and provide ad hoc user interface consulting. Responsible for requirements gathering and articulation of user interface issues-including development of page/site prototypes. Must be knowledgeable of user-centered design methodology, user scenarios, usability testing, storyboarding, paper and interactive prototypes. Must have demonstrated skills in graphic applications, HTML development tools and other applicable authoring tools, Web production, front-end development using programming and scripting languages. Must be able to integrate design into program rules and system architecture and create innovative approaches to improving the end-user experience. Must be familiar with platform/browser compatibility and basic usability issues.	Entry	\$29.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$44.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$59.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$74.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 6 to 9 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
		Consultant	\$89.00	Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.

GIS Analysts

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
GIS Analyst	Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians.	I	\$22.71	Requires a bachelor's degree in area of specialty and 0-2 years of experience in the field or in a related area.	Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision.	Typically reports to a supervisor or manager.
	Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians.	II	\$27.60	Requires a bachelor's degree in area of specialty and 2-3 years of experience in the field or in a related area.	Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision.	Typically reports to a supervisor or manager.
GIS Analyst	Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians.	III	\$34.13	Requires a bachelor's degree in area of specialty and 4-6 years of experience in the field or in a related area.	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required.	Typically reports to a supervisor or manager.
	Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians.	IV	\$40.47	Requires a bachelor's degree in area of specialty, 7-10 years of experience in the field or in a related area, and may require additional certification.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Typically reports to a manager or head of a unit/department.
	Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians.	V	\$47.30	Requires a bachelor's degree in area of specialty, additional certification, at least 10 years of experience in the field or in a related area, and may require additional certification.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected.	Typically reports to a manager or a head of a unit/department.
GIS Supervisor	Supervises the utilization of Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Plans, assigns, and reviews the work of mappers and drafters working on GIS projects. Prepares, provides, and updates maps and data sets to clients. Provides GIS technical support and develops solutions for all application problems.	Supervisor	\$62.38	Requires a bachelor's degree in area of specialty, 4-6 years of experience in the field or in a related area, and may require additional certification.	Knowledgeable of GIS software and technology. Works in conjunction with CAD drafters and technicians. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected.	Typically reports to a manager.

SCT?BANNER CATEGORIES

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Project Manager – Banner	Develops, plans, and implements the Enterprise Resource Planning (ERP) system. Sets deadlines, assigns responsibilities, and monitors progress for the ERP system. Evaluates and recommends changes to current and future ERP system requirements to meet organizational needs.	Manager	\$108.00	Requires a bachelor's degree in area of specialty and at least 8 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs a group of ERP Analysts. A wide degree of creativity and latitude is expected.	Typically reports to top management.
Enterprise Process Consultant – Banner Finance	Researches and analyzes basic and complex issues surrounding the processes and systems of an organization. Makes recommendations surrounding improving processes, efficiency and practices.	Project Lead	\$77.00	May require an advanced degree and at least 7 years of direct experience in the field.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Typically reports to top management.
Enterprise Process Consultant – Banner Student Solutions	Researches and analyzes basic and complex issues surrounding the processes and systems of an organization. Makes recommendations surrounding improving processes, efficiency and practices.	Project Lead	\$77.00	May require an advanced degree and at least 7 years of direct experience in the field.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Typically reports to top management.
Senior Principal Functional Consultant – Banner Financial Aide	Performs functional analysis, requirements, definition and ERP module configuration and testing. Responsible for conducting prototypes, developing functional specifications, data mapping, function mapping, setting of configuration tables and setting of transaction/control tables. Has a thorough understanding of the business processes and flows to enable the analysis of business requirements and the development of solutions for the business functions. Responsible for the identification of and resolution of gaps in the business processes. Involved in security/authorization set-up, user documentation, data interface design, data migration and reconciliation. May be involved in the installation and tuning of modification, as well as archiving data. Generally this position has light programming skills in the appropriate language to develop necessary "work arounds."	Entry	\$40.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$53.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$64.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$89.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Functional Consultant – Banner Human Resources	Performs functional analysis, requirements, definition and ERP module configuration and testing. Responsible for conducting prototypes, developing functional specifications, data mapping, function mapping, setting of configuration tables and setting of transaction/control tables. Has a thorough understanding of the business processes and flows to enable the analysis of business requirements and the development of solutions for the business functions. Responsible for the identification of and resolution of gaps in the business processes. Involved in security/authorization set-up, user documentation, data interface design, data migration and reconciliation. May be involved in the installation and tuning of modification, as well as archiving data. Generally this position has light programming skills in the appropriate language to develop necessary "work arounds."	Entry	\$40.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$53.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$64.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$89.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
Functional Consultant – Banner Advancement	Performs functional analysis, requirements, definition and ERP module configuration and testing. Responsible for conducting prototypes, developing functional specifications, data mapping, function mapping, setting of configuration tables and setting of transaction/control tables. Has a thorough understanding of the business processes and flows to enable the analysis of business requirements and the development of solutions for the business functions. Responsible for the identification of and resolution of gaps in the business processes. Involved in security/authorization set-up, user documentation, data interface design, data migration and reconciliation. May be involved in the installation and tuning of modification, as well as archiving data. Generally this position has light programming skills in the appropriate language to develop necessary "work arounds."	Entry	\$40.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$53.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$64.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$89.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Technical Support Specialist - Banner	Serves as single point-of-contact for end-users after Power Users have assisted end-users. Performs problem identification and on-the-spot training to prevent problem reoccurrence and knowledge transfer. Escalates Tier 2 problems to appropriate support (e.g., technical experts or process experts). Maintains history reports, identifies and addresses re-occurring problems, and assists in the development and execution of ERP and business process best practices across the organization. Performs basic fixes and data maintenance. May develop on-line help and update systems support help scripts. This position is very similar in responsibilities and tasks to a help desk position, but the impact to the organization due to errors is more significant. This position requires more advanced training than a similar help desk position.	Entry	\$45.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$50.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$56.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Principal Organizational Consultant – Luminis	Works with business leaders and acts as a liaison between IT and business units (typically leadership for assigned business units) or vendors. Viewed as integral to the business in any decisions that may be impacted by technology. Acts as a business relationship manager responsible for the collection, analysis, review, documentation and communication of business needs and requirements to the IT organization. Leads the gathering of business needs as well as the design of solutions through direct interaction with business unit leaders. Focuses on developing and improving business processes at all times, assisting with the development of metrics, both within the technology and business organizations. Has a strong understanding of information systems, business processes, the key drivers and measures of success for the business, and the short-and long-term direction of the business and technology. Identifies, proposes and influences business solutions, negotiates deliverables and requirements across multiple business customers or organizations. Ensures that the design and integration of proposed system, software and hardware solutions leads to the development and growth of the business through effective use of technology. Integrally involved in 'buy versus build' decisions.	Intermediate	\$59.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$75.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$82.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.

CATEGORY	CATEGORY DESCRIPTION	LEVEL	MAXIMUM HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
Technical Consultant – Information Access Solutions - Banner	Reviews, analyzes, and modifies the programming systems including encoding, testing, and debugging to support an organization's Enterprise Resource Planning (ERP) applications. Ensures that software can be completely integrated into the ERP system. Designs new modules to improve system efficiency.	Intermediate	\$73.00	May require a bachelor's degree in area of specialty and 4-6 years of experience in the field or in a related area	. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.	Typically reports to a supervisor or manager.
Functional Consultant – Information Access Solutions - Banner	Performs functional analysis, requirements, definition and ERP module configuration and testing. Responsible for conducting prototypes, developing functional specifications, data mapping, function mapping, setting of configuration tables and setting of transaction/control tables. Has a thorough understanding of the business processes and flows to enable the analysis of business requirements and the development of solutions for the business functions. Responsible for the identification of and resolution of gaps in the business processes. Involved in security/authorization set-up, user documentation, data interface design, data migration and reconciliation. May be involved in the installation and tuning of modification, as well as archiving data. Generally this position has light programming skills in the appropriate language to develop necessary "work arounds."	Entry	\$40.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	\$53.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	\$64.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
		Project Lead	\$89.00	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience.	Requires mastery technical and business knowledge in multiple disciplines/processes. Typically possesses 7 to 10 years of relevant work experience.	Performs work that is highly complex and varied in nature. Develops integrated solutions to resolve highly complex technical and business issues. Recognized expert internally and externally within a discipline(s) and often provides strategic direction, guidance and integration of products and services. May lead projects and provide guidance/training to more junior staff.
Programmer	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs.	I	\$33.00	May require an associate's degree in a related area and 0-3 years of experience in the field or in a related area	. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment.	Typically reports to a project leader or manager.
	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs.	II	\$39.00	May require an associate's degree in a related area and 2-5 years of experience in the field or in a related area.	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.
	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs.	III	\$48.00	May require a bachelor's degree. Requires 4-6 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others.	May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.
	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs.	IV	\$56.00	May require a bachelor's degree with 5-8 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others.	May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.
	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs.	V	\$63.00	May require a bachelor's degree in area of specialty and 8-10 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist.	Typically reports to a manager or head of a unit/department.

SAP CATEGORIES

CATEGORY	MAXIMUM HOURLY RATE	CATEGORY DESCRIPTION	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
SAP Junior Technical Support Engineer	\$120.00	Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs.	May require a bachelor's degree in area of specialty and 0-2 years of experience in the field or in a related area.	Has knowledge of commonly-used concepts, practices, and procedures within a particular field.	Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.
SAP Technical Support Engineer I	\$135.00	Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs.	May require a bachelor's degree in area of specialty and 2-4 years of experience in the field or in a related area.	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.
SAP Technical Support Engineer II	\$140.00	Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs.	May require a bachelor's degree in area of specialty and 4-6 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager.
SAP Senior Technical Support Engineer	\$160.00	Researches and analyzes basic and complex issues surrounding the processes and systems of an organization. Makes recommendations surrounding improving processes, efficiency and practices.	May require an advanced degree and at least 7 years of direct experience in the field. Familiar with a variety of the field's concepts, practices, and procedures.	Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP Project Implementation Manager/Specialist	\$175.00	Responsible for the analysis, development, modification, installation, testing and maintenance of operating systems software. Possesses a strong understanding of systems programming, graphical user interfaces and control languages. Evaluates vendor supplied software packages and makes recommendations to IT management. Modifies and/or debugs vendor-supplied utilities and packages. Modifies, installs and prepares technical documentation for system software applications. Diagnoses, isolates and de-bugs software problems and performs problem resolution. Monitors systems capacity and performance, plans and executes disaster recovery procedures and provides Tier 2 technical support.	Bachelor's Degree in a relevant field of work or equivalent work experience. Typically possesses 2 to 5 years of relevant work experience. Requires technical knowledge, training and understanding of a job's requirements...	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP Developer/Global Support Manager	\$260.00	Oversees the department responsible for supporting the sales representatives by providing technical knowledge to clients and potential clients. Evaluates the client's existing systems and needs to recommend products or services. Attends presentations or develops proposals, acting as the technical expert. Assigns project staff to installations/implementations and monitors deliverables to ensure client needs are met successfully and in a timely fashion. Gathers client feedback and suggests new products/services or makes recommendations for improvements to existing products/services.	Requires a bachelor's degree and at least 12 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP Senior Developer/Consulting Director	\$275.00	Improves business processes and supports critical business strategies by directing the development, implementation, and maintenance of business applications systems. Formulates business systems architecture plans, estimates costs, and ensures projects meet strategic needs.	Requires a bachelor's degree in area of specialty and at least 12 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP Functional Consultant	\$115.00	Responsible for the creation and delivery of training and development programs to all levels of end-users and IT professionals. Involved in training needs assessment process and vendor selection. Works closely with both IT and the business to understand system and training needs for applications and packages supported. Develops documentation for custom applications and packaged applications, using a variety of mediums as needed. Designs training programs, classes, workshops, and Computer Based Training (CBT) and on-line help. Delivers training to a variety of audiences, understanding and applying adult learning principles.	Bachelor's Degree in a relevant field of work or equivalent work experience. Typically possesses 2 to 5 years of relevant work experience. Requires technical knowledge, training and understanding of a job's requirements...	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP BASIS Consultant	\$115.00	Provides technical support and leadership on SAP Basis systems including establishing standards and requirements, evaluating and directing enhancements, and implementing solutions for performance monitoring, and systems configuration, design and implementation. Designs and develops SAP architecture requirements and specifications to ensure the system is meeting corporate needs.	Requires a bachelor's degree in area of specialty and at least 7 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
SAP Programming Consultant	\$115.00	Reviews, analyzes, and modifies the programming systems including encoding, testing, and debugging to support an organization's Enterprise Resource Planning (ERP) applications. Ensures that software can be completely integrated into the ERP system. Designs new modules to improve system efficiency.	May require a bachelor's degree in area of specialty and 4-6 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks.	May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager.

CATEGORY	MAXIMUM HOURLY RATE	CATEGORY DESCRIPTION	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
SAP Change Management Consultant	\$140.00	Researches and analyzes basic and complex issues surrounding the processes and systems of an organization. Makes recommendations surrounding improving processes, efficiency and practices.	May require an advanced degree and at least 7 years of direct experience in the field.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP Functional Team Lead Consultant	\$155.00	Responsible for the analysis, development, modification, installation, testing and maintenance of operating systems software. Possesses a strong understanding of systems programming, graphical user interfaces and control languages. Evaluates vendor supplied software packages and makes recommendations to IT management. Modifies and/or debugs vendor-supplied utilities and packages. Modifies, installs and prepares technical documentation for system software applications. Diagnoses, isolates and de-bugs software problems and performs problem resolution. Monitors systems capacity and performance, plans and executes disaster recovery procedures and provides Tier 2 technical support.	Bachelor's or Master's Degree in a relevant field of work or equivalent work experience. Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.	May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP Technical Team Lead Consultant	\$145.00	Oversees the department responsible for supporting the sales representatives by providing technical knowledge to clients and potential clients. Evaluates the client's existing systems and needs to recommend products or services. Attends presentations or develops proposals, acting as the technical expert. Assigns project staff to installations/implementations and monitors deliverables to ensure client needs are met successfully and in a timely fashion. Gathers client feedback and suggests new products/services or makes recommendations for improvements to existing products/services.	Requires a bachelor's degree and at least 12 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.
SAP Project Management Consultant	\$170.00	Develops, plans, and implements the Enterprise Resource Planning (ERP) system. Sets deadlines, assigns responsibilities, and monitors progress for the ERP system. Evaluates and recommends changes to current and future ERP system requirements to meet organizational needs.	Requires a bachelor's degree in area of specialty and at least 8 years of experience in the field or in a related area.	Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.	Leads and directs a group of ERP Analysts. A wide degree of creativity and latitude is expected. Typically reports to top management.