

IT Market Compensation Study

*IT Benchmark Job Description**

JOB FAMILY: APPLICATIONS DEVELOPMENT

Applications Development Analyst

people³ Job#: 2.09

Scope Variant

Maps to Level B

General Characteristics

Works closely with customers, business analysts, and team members to understand business requirements that drive the analysis and design of quality technical solutions. These solutions must be aligned with business and IT strategies and comply with the organization's architectural standards. Involved in the full systems life cycle and is responsible for designing, coding, testing, implementing and supporting applications software that is delivered on time and within budget. Makes recommendations towards the development of new code or reuse of existing code. Responsibilities may also include participation in component and data architecture design, performance monitoring, product evaluation and buy vs. build recommendations. Has experience in systems design and a solid understanding of development, quality assurance and integration methodologies.

Dimensions

Education: Bachelor's Degree in Computer Science, Information Systems or other related field. Or equivalent work experience.

Experience: Typically has 2 to 5 years of IT work experience.

Complexity: Works independently or as a part of a team under general supervision. May coach more junior technical staff.

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***Sample from 2003 Study**