Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO	Job Title	Information Technology Team Leader	Code
	Date	October, 2000	
	Revised Date	2004	031
	Revised Date	June 16, 2022	

Decision Making	**Degree**
This role is diversified in nature and is guided by broad objectives, instructions and policies (e.g., oversees the design, installation, implementation, operation, maintenance and support of all computer-based information systems). Leads aspects of planning information technology systems.	4.5

Education	**Degree**
Grade 12. Four (4) year Baccalaureate degree with a major in Computer Science.	6.0

Experience	**Degree**
Forty-eight (48) months previous experience working in a highly integrated network environment. Twelve (12) months on the job to gain the ability to match technology to business requirements/needs, acquire vendor-specific training and to become familiar with department policies and procedures.	8.0

Independent Judgement	**Degree**
Responsible for planning, designing and implementing operating systems and programs. Constantly evaluating and recommending new technologies and solutions.	5.0

Working Relationships	**Degree**
Contacts require tact and discretion to provide technical explanation and/or instruction regarding system upgrades or modifications. Contacts with suppliers regarding negotiation of contracts are of considerable importance.	4.5

Impact of Action	**Degree**
Ensures systems strategies are adaptable to satisfy future requirements to avoid system failures. Inadequate analysis prior to major decisions may cause significant financial and/or service loss.	4.0

Leadership and/or Supervision	**Degree**
Provides limited direction in overseeing the design, installation, implementation, operation, maintenance and support of all computer-based information systems. Provides functional leadership to a project team or work group as assigned and follows up to determine compliance.	3.5

Physical Demands	**Degree**
Occasional physical effort with keyboarding and computer operation with periods of accurate coordination of fine motor skills.	1.5

Sensory Demands	**Degree**
Frequent sensory effort associated with designing, installing, implementing, maintaining and supporting computer based information systems requiring mental, visual and interpretative attentiveness.	3.0

Environment	**Degree**
Occasional exposure to minor conditions such as verbal abuse, interruptions and multiple deadlines with some travel.	2.0