GENERAL INFORMATION

Information Systems & Software Engineering Professionals include but are not limited to the following roles and titles:

- Information systems directors and managers
- Software development/engineering managers
- Information systems project managers or project directors
- Information system’s team/unit leads & supervisors
- Systems/software/application/data architects
- Application security professionals
- Application designers
- Information systems analysts
- Software engineers
- Software / application / database developers
- Systems integrators
- Mainframe/systems/application/service/network programmers
- Programmer/analysts
- Quality assurance managers/engineers and testers
- Graphic designers
- Webmasters
- Usability & accessibility experts
- Information systems trainers
- Deployment/build administrators

Compensation Analysts determine classification levels in this CNT series by analyzing the information provided in the following documents:

- The CNT-IS Matrix;
- The Supplemental questionnaire;
- The position’s job description;
- Information provided as part of the OACIS reclass submission, including the specific changes in the job and how its duties have evolved; and
- Consultation with campus technical experts in Information Systems & Software Engineering.

The Matrix is a methodological tool used to rate Information Systems & Software Engineering positions according to the following three dimensions:

1) Organizational (Freedom to Act, Scope/Impact & Involvement, Budget/Supervision)

2) Operational (Operational Responsibilities & Environment)

3) Technical (Technical responsibilities, Leadership & Complexity)

The supplemental questionnaire is designed to expand upon the Matrix document and provides additional information about the relationship between the organization and the position’s responsibilities.