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STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
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MEMORANDUM
HR# 23-22

May 17, 2022

TO: DHRM Listserv Recipients

FROM: Frank Richardson, Administrator *Frank Richardson*
Division of Human Resource Management

SUBJECT: PROPOSED CLASSIFICATION CHANGES – IT PROFESSIONAL SERIES

Attached are revised proposed classification changes for your information pursuant to NRS 284.160, subsections 3 through 5. If you have any comments or objections regarding these changes, please send your written notification to Deputy Administrator Beverly Ghan at bghan@admin.nv.gov no later than June 15, 2022.

If no written objections are received in this office by June 15, 2022, action will be taken to effect the changes and a report will be made to the Personnel Commission.

Attachments

TO: Frank Richardson, Administrator
Division of Human Resource Management

FROM: Beverly Ghan, Deputy Administrator
Division of Human Resource Management
Compensation, Classification & Recruitment Section

DATE: May 17, 2022

SUBJECT: INDIVIDUAL CLASSIFICATION STUDY – IT PROFESSIONAL SERIES

It is recommended the following class **be revised** effective: **Upon Expiration of UCA Posting**

CURRENT				PROPOSED			
CODE	TITLE	GRADE	EEO-4	CODE	TITLE	GRADE	EEO-4
7.921	IT Professional IV	42*	B	<i>7.921</i>	<i>IT Professional IV</i>	<i>42*</i>	<i>B</i>
7.925	IT Professional III	40*	B	<i>7.925</i>	<i>IT Professional III</i>	<i>40*</i>	<i>B</i>
7.926	IT Professional II	38*	B	<i>7.926</i>	<i>IT Professional II</i>	<i>38*</i>	<i>B</i>
7.929	IT Professional I	35*	B	<i>7.929</i>	<i>IT Professional I</i>	<i>35*</i>	<i>B</i>
7.951	IT Professional Trainee	32*	B	<i>7.951</i>	<i>IT Professional Trainee II</i>	<i>32*</i>	<i>B</i>
	New			<i>7.953</i>	<i>IT Professional Trainee I</i>	<i>29*</i>	<i>E</i>

Basis for Recommendation

The Division of Human Resource Management (DRHM) has partnered with the Nevada System of Higher Education (NSHE) to develop apprenticeship programs to enhance recruitment and retention efforts. As a result of this partnership, it is recommended that an additional trainee level class be added to the IT Professional series.

In consultation with Subject Matter Experts from Enterprise IT Services (EITS) and analysts within DHRM it is recommended that the existing IT Professional Trainee class be re-titled to IT Professional Trainee II and that a new IT Professional Trainee I class be created.

- 1) The IT Professional Trainee I, under close supervision of a higher-level IT Professional will learn and become familiar with one or more specialized technology areas to include, but not limited to, the following: Systems Administration, Network Administration, Database Administration, Applications Analysis and Development, and Information Security. This is the first trainee level in the series and progression to the next trainee level in the series may only occur upon successful completion of the assigned apprenticeship training program, meeting minimum qualifications, and with the recommendation of the appointing authority. Failure to complete the training within the specified time frame will result in termination from the apprenticeship training program unless there are extenuating circumstances which will be reviewed by the appointing authority.

The IT Professional Trainee I will be allocated at a grade 29, a three-grade differential that is consistent

with the other trainee levels in the series. In addition, the EEO Administrator assigned an EEO-4 code of “E” Paraprofessional which is consistent with the grade of the class and the education and experience required at this level.

It is further recommended that Informational Notes be added to the IT Professional Trainee I to indicate that obtainment of an Associate level Certification issued by the appropriate institution(s), as approved by EITS, will allow for automatic progression to the IT Professional II level in the series and to state that some positions will have been identified as participating in the NSHE Apprenticeship program and may require applicants to be either currently enrolled at an NSHE Institution or have graduated from an NSHE institution within the last five years.

It is also recommended that minor revisions be made to the Series and Class Concepts to account for changes in verbiage and to maintain consistency with formatting and structure. In addition, the Information Security specialty area was added to the IT Professional II level to account for both a trainee level to the journey level IT Professional II for the Information Security specialty area and for a sub-journey level of performance.

Lastly, minor changes were made to the Education and Experience section of the Minimum Qualifications, at every level, to maintain consistency with verbiage, formatting, and structure.

Throughout the review management and staff from EITS, and analysts within DHRM, participated by offering recommendations and reviewing changes as the process progressed and they support the recommendation.

Changes to the class specification are noted as follows: additions in blue and deletions in red.



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
IT PROFESSIONAL IV	42*	B	7.921
IT PROFESSIONAL III	40*	B	7.925
IT PROFESSIONAL II	38*	B	7.926
IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	<i>29</i>	<i>E</i>	<i>7.953</i>

SERIES CONCEPT

Information Technology (IT) Professionals analyze, develop, implement, maintain, and modify computer operations, systems, networks, databases, applications, and/or information security. Incumbents may perform duties in one or more IT specialization areas depending on the needs of the agency.

Conduct detailed alternative analyses and determine end-user requirements through consultation with end-users, technicians, vendors, management, and others.

Maintain documentation related to the assigned IT specialization's architecture, operations, and other records of work activities as required.

Maintain current knowledge of technological trends and advancements in the IT field as well as security management practices, laws, policies, and ethics.

Participate in recommending and justifying resource allocations and expenditure decisions, tracking, and recording expenditures, preparing purchase requests, and writing technical requirements for grant proposals.

Perform related duties as assigned.

SPECIALTY AREAS

Positions in this series focus on one of the specialty areas indicated below, perform a combination of duties in two or more areas, or function as generalists. The descriptions illustrate the nature of work commonly performed in an IT environment but are not intended to be comprehensive. As technology evolves, other areas of specialization may emerge.

Computer Operations: direct help desk support and mainframe and server operations to ensure that all user files and reports are created, processed, and available in a timely manner and systems are maintained and monitored. Incumbents establish goals and objectives, arrange for emergency coverage, schedule staff rotations, and coordinate planned shutdowns of the system, system maintenance, and application software upgrades.

Systems Administration: select, analyze, maintain, and modify computer, communications, mainframe, and server hardware, operating systems, and auxiliary software packages required to support various information systems and back-up and recover the agency's software and data. Incumbents install and test new system components, troubleshoot hardware and software problems, and modify and enhance systems to improve performance.

*** Reflects a 1-grade, special salary adjustment granted by the 2017 Legislature to improve recruitment and retention.**

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SPECIALTY AREAS (cont'd)

Systems Administration: (cont'd)

Incumbents improve file organization, solve job control language or systems programming language problems, analyze program failures, and develop or suggest utility program uses. Incumbents provide technical assistance and training to system users that require them to analyze computer output and programs, code, research programming manuals, and solicit vendors and other professional staff for technical information.

Network Administration: plan, design, develop, and verify the physical deployment of an integrated geographically dispersed information processing network. Incumbents administer networks comprised of multiple platforms, information resources, large grade applications, communications protocols, and physical network topologies.

Database Administration: model agency data, configure databases, tune performance, and back-up and recover data. Incumbents develop and implement standards and procedures to convert, transfer, and interface data within and between databases; maintain data dictionaries, repositories, and related software; control the authorized sharing of information with multiple users within and/or outside the organization; and provide technical consultation regarding application development and utility executions within various database environments.

Applications Analysis and Development: analyze, develop (design, program, and construct), implement, maintain, and modify various platforms of information systems. Incumbents are required to define and implement a solution to a given problem that requires an individually tailored response for end-user requirements. Incumbents must have the ability to program in a general-purpose programming language, develop written requirements for proposed applications, develop and present applications training materials to users, and possess knowledge of the necessary interfaces to the computer operating system.

Information Security: administer security policies, security operations, and/or maintain oversight of information systems and data within the assigned area of information security responsibility. Incumbents work with management and technical staff to develop a comprehensive information security program for integrated IT systems within the State or agency and are responsible for three or more of the following ten security domain areas:

- Access control – centralized / decentralized / remote / federated
- Application/system development security – validation / verification / guidelines
- Continuity of operations/disaster recovery planning – business recovery
- Cryptography – transport / storage / authentication / non-repudiation
- Information security management – awareness / policies / risk management / procedural standards
- Operational security (OPSEC) – threats / hostile code / techniques
- Physical technical security – access systems / structural / environmental controls
- Security architecture and models – methods / security operational standards
- Security law, investigation, and ethics – cyber-crime / incident response / security regulation
- Telecommunications/network security – enclave / monitoring / virtual private network / firewall / prevention

CLASS CONCEPTS

IT Professional IV: Under administrative direction, incumbents either:

- 1) perform duties described at this level and supervise at least one IT Professional III or II or Master IT Professional; or

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CLASS CONCEPTS (cont'd)

IT Professional IV: (cont'd)

- 2) perform duties described at this level within the ~~[Department of Information Technology]~~ *Enterprise IT Services (EITS) Division* for enterprise-level IT systems utilized by multiple departments; or
- 3) perform IT project management a preponderance of the time to include serving as the project leader; planning, organizing, and directing project activities; resolving design conflicts; data administration; resource allocation; contract negotiation; timeline development; critical path tracking; justifying the need for additional resources; and coordinating activities with other work units within and outside the organization as assigned; or
- 4) perform Information Security duties described at this level with at least 70% of the daily activities devoted solely to information security; or
- 5) perform technology planning and consultation duties within ~~[the Department of Information Technology]~~ *EITS*. Technology planning and consultation duties include providing and/or performing: initial contact with agencies to assess their needs and develop their information technology plans; technical support for the Request for Proposal (RFP) process and software and hardware evaluations; guidance and technical assistance in completing appropriate Information Technology (IT) budget request forms; recommendations for feasible and cost effective technical solutions to customer agencies and reviewing agency IT project requests; research, information, testing and training for IT related issues to ensure viable, cost effective technology implementation; and enterprise-wide planning, policy and research.

Incumbents may supervise subordinate staff which may include Master IT Professionals.

Systems Administration: Incumbents perform the technical and professional work associated with the analysis, enhancement, maintenance, and installation of major information systems including different platforms of mainframes or servers and participate in strategic planning for future information systems activity. Incumbents typically work with multiple complex information systems and have departmental and external scope.

Typical tasks include serving as a principal technical resource person for a department's strategic information systems planning group and as a liaison to vendor technical personnel; evaluating and making technical recommendations regarding equipment configurations and associated software; performing system design work in situations of unusual difficulty or in the presence of critical or conflicting requirements; coordinating with other agencies and departments concerning technical issues; and designing monitoring techniques and/or equipment to assess system and application operation and performance.

Network Administration: Incumbents typically have responsibility for server deployment and agency architecture and participate in the fiscal decision-making process and may have primary responsibility for decisions made. Incumbents spend the ~~[majority]~~ *preponderance* of their time on network design/architecture and less time on troubleshooting and maintenance than lower levels in the same IT specialization; typically have administrative control of routers; and serve as project managers and regularly interact with vendors. Failure typically has agency-wide effects.

Typical tasks include diagnosing and optimizing distributed applications interconnectivity issues; designing agency network architecture; placing, testing, and verifying distributed applications interconnectivity; integrating directory services; configuring distributed authentication; supporting multiple platforms; configuring firewalls; designing, configuring, and installing virtual private networks; comparing departmental security policies to State policies; writing security compliance and exception reports; and analyzing authentication logs.

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CLASS CONCEPTS (cont'd)

IT Professional IV: (cont'd)

Database Administration: Incumbents plan, direct, design and coordinate multiple agency databases; establish agency database policies and procedures that are compliant with Statewide policy and procedures; determine information needs to include planning, analyzing, modeling, documenting and designing statewide database systems; enforce established standards and procedures; ensure that databases are available to authorized persons; and participate in State IT activities and policy-making activities and/or serve on various committees and work groups.

Applications Analysis and Development: Incumbents perform the most advanced professional work to solve current and anticipated user problems using the capabilities of an information system; review present and prospective software and/or hardware methodologies in order to keep agency practices current with advancing technology; analyze and resolve implementation design issues in situations of unusual difficulty or in the presence of critical or conflicting requirements; translate user or project requirements characterized by conflicting or critical design parameters into a computer based solution; act as an acknowledged authority on a broad range of developmental and implementation issues and serve as the primary technical resource for lower level personnel; and discover general solution approaches to entire classes of related problems.

Typical tasks include serving as a liaison to IT personnel, vendors, outside users, and others; coordinating with other agencies and departments concerning technical issues; developing and documenting appropriate standards and criteria for acceptable programming, documentation, and systems development life cycle practice; maintaining technical currency in coding techniques; programming proof of concept and implementable applications as assigned; developing, implementing, coding, testing, and documenting a program written in a general purpose programming language.

Information Security: Under general direction, incumbents perform advanced journey level duties and are responsible for directing and managing the division/unit information security program with direct authority for the design, establishment, administration, and execution of a portion of the division/unit information security program which typically has statewide effects.

Incumbents perform all or some of the duties described in the series concept at the division/unit level with at least 70% of their daily activities devoted solely to information security. Incumbents interact with internal and external peers and higher supervisory levels to answer questions requiring explanation or interpretation of information security standard procedures; identify complex information security risks, vulnerabilities, and problems; select the best course of mitigation actions for security issues; and solve security problems involving some conflict and requiring interpretation/application of policy.

IT Professional III: Under general direction, incumbents perform advanced journey level duties and may train, supervise, and evaluate the performance of subordinate staff and/or serve as a project leader as assigned. Incumbents may function as a unit leader to include directing the activities of a branch IT support unit, overseeing projects of limited scope, and coordinating activities with other work groups. This is a supervisory level for Computer Operations and the journey level for Information Security positions.

Computer Operations: Under general direction, incumbents supervise IT Technician Trainees, I's, II's, III's, IV's and subordinate supervisors, in a large computer operations center. Incumbents may be required to supervise IT Technician V's and/or VI's. The operations center (full function data center) has a complex environment and does not depend on any other systems to complete tasks.

Systems Administration: Incumbents perform advanced professional work associated with the analysis, enhancement, maintenance, and installation of application-independent hardware and/or software components

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CLASS CONCEPTS (cont'd)

IT Professional III: (cont'd)

Systems Administration: (cont'd)

of one or more information systems including mainframes or servers. Incumbents typically work with systems that are large and complex, involve multi-user and multi-tasking capabilities, and have departmental scope.

Problems encountered are diverse and occasionally unprecedented so that unique solutions must be researched and implemented.

Typical tasks include evaluating and making technical recommendations regarding equipment configurations and associated software; serving as a liaison to vendor technical personnel; coordinating with other agencies and departments concerning technical issues; and designing and implementing monitoring techniques and/or equipment to assess system and application operation and performance.

Network Administration: Incumbents verify and validate purchase costs and fulfillment of requirements; may integrate servers into a geographically dispersed network; and may have administrative control of routers. Failure could have agency-wide effects.

Typical tasks include configuring virtual local area networks (LANs), verifying interconnectivity of distributed applications, configuring data storage networks, deciding correct and optimal devices to solve service or configuration issues, reporting network capacity and statistics, and designing directory services in a large geographically dispersed network.

Database Administration: Incumbents perform the full range of duties described in the series concept, function independently, exercise administrative control in defining database architecture at an advanced level, are typically located in large State agencies and are responsible for managing multiple statewide databases. Incumbents work independently as the agency's database administrator.

Applications Analysis and Development: Incumbents perform advanced professional work in the analysis of user requirements and development and implementation of computer based solutions; review available hardware and/or software tools to choose implementation platform; perform advanced level analytical and technical work where user or project requirements are of considerable complexity; determine project objectives by analyzing user needs and developing an overall logical model and sequencing of the tasks to be implemented; require detailed knowledge of the user's subject matter; and develop a detailed plan for problem segmentation, inter-module linkage, and implement individual components.

Typical tasks include providing mid-level consultation and/or training for IT personnel and systems users; coordinating with other agencies and departments concerning technical issues; following agency test and validation procedures and suggest improvements; maintaining technical currency in coding techniques; programming prototype and implementable applications as assigned; and developing, implementing, coding, testing, and documenting multiple program segments written in a general purpose programming language.

Incumbents' work potentially involves errors that disable or delay the project in question, causing inconvenience to others and costly repairs; are assigned projects having broad scope and are responsible for successful operation of the project; carry full responsibility for information systems projects of significant size and scope and are expected to resolve design conflicts and perform comparative analysis on the costs/benefits of various implementation alternatives; and work directly affects numerous users and agency programs.

IT PROFESSIONAL IV	42*	B	7.921
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CLASS CONCEPTS (cont'd)

IT Professional III: (cont'd)

Information Security: Under limited supervision, incumbents perform journey level duties and implement program/project information security tasks with responsibility for the design, establishment, administration, and execution of the assigned portion of the department/division/unit information security program; and for the planning and implementation of information security initiatives at the functional, project or program level. Incumbents perform all or some of the duties described in the series concept at a program/project level with at least 70% of their daily activities devoted solely to information security.

Incumbents interact with internal and external peers and supervisory levels to answer questions requiring explanations or interpretations of information security standard procedures and to solve security problems involving some conflict and requiring interpretation/application of policy.

IT Professional II: Under general supervision, incumbents perform journey level duties and may serve as a lead worker to lower-level IT staff as assigned. This is a supervisory level for the Computer Operations function.

Computer Operations: Under limited supervision, incumbents supervise a shift of IT Technician Trainees, I's, II's, III's, IV's and subordinate supervisors in a large computer operations center, or multiple shifts in a smaller environment. Incumbents may be required to supervise IT Technician V's and/or VI's.

Systems Administration: Incumbents perform professional work in the analysis, enhancement, maintenance, and installation of application-independent hardware and/or software components of one or more information systems including mainframes or servers. Incumbents typically work with systems that involve multi-user and multi-tasking capabilities. Problems encountered tend to be of a recurring kind and solutions are derived through application of standard professional practices and procedures.

Typical tasks include making technical recommendations regarding equipment configurations and associated software and communicate with vendor technical support; performing general system upkeep such as installing vendor supplied changes, backing up and restoring systems and files, monitoring directory services, logging changes, and updating documentation; and implementing monitoring techniques and/or equipment to assess system operation and performance.

Network Administration: Incumbents may configure and deploy servers, may provide technical training and guidance to other networking staff members, and may be asked to obtain quotes and vendor names and provide resource allocation recommendations. Failure is mitigated by limited scope of influence.

Typical tasks include designing directory services, choosing distributed services methodologies, administering data storage networks, configuring primary and secondary authentication, monitoring device capacity, providing basic troubleshooting of network devices using limited administrative access, and implementing limited transport and server security policies.

Incumbents may install workstations or troubleshoot and repair hardware and software problems, however, the focus of positions in this specialty is to plan, design, develop, and verify the logical design and administer the physical deployment of an integrated geographically dispersed information processing network.

Database Administration: Incumbents monitor and maintain the database; install software utilities, tools, and programming languages; and resolve problems in the database caused by application design or processing in a database management environment.

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CLASS CONCEPTS (cont'd)

IT Professional II: (cont'd)

Applications Analysis and Development: Incumbents perform professional and technical work in the analysis of user requirements and development and implementation of computer-based solutions; review available hardware and/or software tools in order to make appropriate recommendations; perform technical work that involves identifying user requirements, coding, development, and implementation of computer based solutions, problem analysis and implementation of a solution in situations of moderate difficulty; analytical and technical work where user or project requirements are of moderate complexity; develop a detailed plan for problem segmentation and inter-module linkage and implement individual components; determine project objectives by analyzing user needs; and determine the nature and sequence of the tasks that must be implemented in order to produce a solution.

Typical tasks include providing basic consultation and/or training for IT personnel and systems users; following agency test and validation procedures; maintaining technical currency in coding techniques; programming prototype applications as assigned; and developing, implementing, coding, testing, and documenting one or more significant program segments written in a general-purpose programming language.

Incumbents' work potentially involves errors that disable or delay the project in question, causing inconvenience to others and additional costs to correct; are assigned projects that tend to be limited in scope and are responsible for successful operation of the project; ~~and~~ work directly affects users of the project; and actions and decisions affect important, ongoing projects within an agency.

Information Security: *Under general supervision, incumbents either:*

- 1) *continue to receive training in the performance of duties described in the series concept. This is the continuing trainee level in the series and progression to the next level in the series may occur upon meeting minimum qualifications, satisfactory performance, and with the recommendation of the appointing authority, or*
- 2) *function at the sub-journey level and perform duties described in the series concept in a more limited capacity as determined by the agency and EITS. Positions may be permanently allocated at this level and there is no progression to the next level.*

IT Professional I: Under general supervision, incumbents perform duties as continuing trainees. This is a supervisory level for the Computer Operations function.

Computer Operations: Under general supervision, incumbents supervise IT Technician Trainees, I's, II's, III's, and IV's. Some incumbents may be required to supervise IT Technician V's and/or VI's.

Systems Administration, Network Administration, Database Administration, Applications Analysis and Development, Information Security: Incumbents *continue to* receive training in the performance of many of the duties described in the series concept. *This is a continuing trainee level in the series and [P] progression to the next level in the series may occur upon meeting minimum qualifications, satisfactory performance, and with the [approval] recommendation of the appointing authority.*

IT Professional Trainee II: Under close supervision of a higher-level IT Professional, incumbents *continue to* acquire the requisite knowledge, skills, and abilities and gain experience in a specialized information technology area such as *computer operations*, systems administration, network administration, database administration, ~~or~~ applications analysis and development, *or information security*. ~~[Incumbents perform a variety of IT-related duties as trainees.]~~ *This is a continuing trainee level in the series and progression to the next level in the series may occur upon meeting minimum qualifications, satisfactory performance, and with the [approval]*

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CLASS CONCEPTS (cont'd)

IT Professional Trainee II: (cont'd)
recommendation of the appointing authority.

IT Professional Trainee I: *Under close supervision of a higher-level IT Professional, incumbents learn and become familiar with one or more specialized information technology areas to include, but are not limited to, the following:*

Systems Administration: *Incumbents learn basic system administration skills which include, but are not limited to problem solving, infrastructure networking, cloud computing, automation and scripting, hardware management, security and monitoring as well as access management.*

Network Administration: *Incumbents learn basic local area network (LAN) administration skills that can translate into basic wide area networking skills which include understanding of IP addressing, wire and cable installation and troubleshooting, basic LAN switch configuration, low-level troubleshooting, LAN documentation, LAN monitoring, and foundational wireless LAN security.*

Database Administration: *Incumbents learn to implement, support, and maintain the overall database infrastructure and services for an organization, including the application of basic security measures to configure environments to ensure privacy, confidentiality, and data protection.*

Applications Analysis and Development: *Incumbents learn to perform a wide variety of job functions that apply relevant theories, methods, tools, and interpersonal skills to design, build, operate, monitor, and control a software program, application, or series of software programs or applications.*

Information Security: *Incumbents learn foundational information security concepts and best practices including: vulnerability management, threat intelligence, access controls, incident response, business continuity, disaster recovery, and development of security policy and standards.*

This is the trainee level in the series and progression to the next level in the series may only occur upon successful completion of the assigned apprenticeship training program, meeting minimum qualifications, and with the recommendation of the appointing authority. Failure to complete the training within the specified time frame will result in termination from the apprenticeship training program unless there are extenuating circumstances which will be reviewed by the appointing authority.

MINIMUM QUALIFICATIONS

SPECIAL REQUIREMENTS:

- * Pursuant to NRS 284.4066, some positions in this series have been identified as affecting public safety. Persons offered employment in these positions must submit to a pre-employment screening for controlled substances.
- * Some positions are subject to call-out or call-back.
- * Some positions require specialized certification that will be identified at the time of recruitment.
- * Some positions require statewide travel.
- * Some positions require work on evenings, weekends, and/or holidays.

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MINIMUM QUALIFICATIONS (cont'd)

SPECIAL REQUIREMENTS: (cont'd)

In addition, some positions in Computer Operations require:

- * IT Professional III – One year of the required experience must have been in a supervisory capacity.

INFORMATIONAL NOTES:

- * Some positions require an applicant to undergo a background investigation prior to appointment. These positions will be identified at the time of recruitment.
- * Applicants for positions in this series may have a combination of complementary education, experience, knowledge, skills, and abilities that qualify for the class level and specialty being recruited.

Additional Informational Notes for Information Security positions:

- * International Information Systems Security Certification Consortium, Inc (ISC²) – Certified Information System Security Professional (CISSP) is equivalent to three years of experience.
- * Information Systems Audit and Control Association (ISACA) – Certified Information Security Manager (CISM) is equivalent to two years of experience.
- * Global Information Assurance Certification (GIAC) – Security Expert is equivalent to two years of experience.
- * Other nationally recognized information security certifications may be substituted for up to one year of experience.
- * Nevada Information Security Professional (NISP) or CISSP certification must be obtained within 12 months of appointment and maintained as a condition of continued employment.

Additional Informational Notes for IT Professional Trainee I positions:

- * *At the IT Professional Trainee I, obtainment of an Associate Level Certification(s) issued by the appropriate institution(s), as approved by EITS, will allow for automatic progression to the IT Professional Trainee II level.*
- * *Some positions in this series have been identified as participating in the Nevada System of Higher Education's (NSHE) Apprenticeship Program and may require applicants to be either currently enrolled at an NSHE institution or have graduated from an NSHE institution within the last five years. These positions will be identified at the time of recruitment.*

IT PROFESSIONAL IV

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university [~~with major course work~~] in computer science, management information systems, or closely related field and five years of [~~progressively responsible~~] professional IT experience relevant to the duties of the position which may include systems administration, network administration, database administration, applications analysis and development, and/or information security, two years of which were at the advanced journey level or in a supervisory or project management capacity; **OR** Bachelor's degree from an accredited college or university [~~with major course work~~] in computer science, management information systems, or closely related field and five years of [~~progressively responsible~~] professional IT experience which may include systems administration, network administration, database administration, applications analysis and development, and/or information security, relevant to the duties of the position, two years of which were at the journey level in information security; **OR** two years of relevant experience as an IT Professional III in Nevada State service;

IT PROFESSIONAL IV	42*	B	7.921
IT PROFESSIONAL III	40*	B	7.925
IT PROFESSIONAL II	38*	B	7.926
IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	29	E	7.953

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL IV (cont'd)

EDUCATION AND EXPERIENCE: (cont'd)

OR an equivalent combination of education and experience as described above. (*See Special Requirements and Informational Notes*)

Systems Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: principles of designing test procedures; principles, practices, and procedures required to design, analyze, and maintain software; principles, tools, and techniques as applied to writing and modifying programs; systems programming languages and techniques. **Working knowledge of:** capacity planning techniques; performance monitoring principles and related software products; telecommunication technology and related systems software; various systems software products and their interrelationships; vendor procedures for applying maintenance and temporary fixes. **General knowledge of:** supervisory principles and techniques if applicable to the assignment. **Ability to:** analyze and diagnose operational hardware and software problems occurring in a computer environment; anticipate and plan for future information system technologies; assign work to and coordinate and train subordinate personnel; develop and prioritize task lists and resolve problems; develop technical specifications for bid requests and analyze vendor responses; implement statewide, multi-departmental operating systems; provide high-level technical consultation and training. **Skill in:** developing specialized programs for other programmers; improving the performance of complex computer systems; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: State regulations related to IT and purchasing. **Working knowledge of:** personnel administration. **Ability to:** train, supervise, and evaluate the performance of assigned personnel.

Network Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: the methodology for implementing distributed applications; network authentication; data storage networks; network security design and implementation; network communications hardware such as routers, switches, and firewalls; systems integration, hardware, and data communications; virtual private networks and virtual LANs; network performance trending and network utilization; data processing systems; network design and architecture. **Working knowledge of:** network file and application servers, project management, directory services integration, intrusion detection/prevention systems logs, data encryption methodologies. **General knowledge of:** supervisory practices if applicable to the assignment. **Ability to:** configure and deploy firewalls, routers, and switches; present network design recommendations to management; implement network design changes; provide technical training, direction, and leadership; plan, organize, and direct projects; provide communications protocol analysis for large applications; design and configure virtual private networks; interpret authentication logs; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: State regulations related to IT and purchasing. **Working knowledge of:** personnel administration. **Ability to:** train, supervise, and evaluate the performance of assigned personnel.

Database Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: database and operating system performance tuning and monitoring; database backup and recovery scenarios and methodologies; software installation, configuration, and maintenance; structured

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IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	<i>29</i>	<i>E</i>	<i>7.953</i>

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL IV (cont'd)

Database Administration: (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application): (cont'd)
 query language. **Ability to:** analyze and recommend the purchase/lease of client server applications, database products, and development and integration tools; provide effective and responsive customer service in a computing environment directly supporting business operations; design, code and debug stored procedures and functions; lead the architecture, design, and implementation of new database applications; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: State regulations related to IT and purchasing. **Working knowledge of:** personnel administration. **Ability to:** train, supervise, and evaluate the performance of assigned personnel.

Applications Analysis and Development:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: access methods and file structures; at least one formal systems design methodology; principles of designing test procedures; principles, practices and procedures required to develop, design, and implement information system-based solutions in a wide range of problem domains; strengths and limitations of several general-purpose programming languages (in software-oriented positions). **Working knowledge of:** project control techniques, including cost estimating and resource scheduling. **General knowledge of:** a network topology and protocol; computer platforms, capabilities, and support software; supervisory principles and techniques if applicable to the assignment; telecommunications principles and support software. **Ability to:** assign work to and coordinate and train subordinate personnel; extract logical commonalities among classes of problems; select appropriate data structures and algorithms to achieve efficient problem representation and resolution; translate data structures and algorithms. **Skill in:** problem solving, analysis and synthesis; *and all knowledge, skills and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: State regulations related to IT and purchasing. **Working knowledge of:** personnel administration. **Ability to:** train, supervise, and evaluate the performance of assigned personnel.

Information Security:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: current principles, theories, practices and procedures related to information security management; five of the ten information security domains; general-purpose security controls; current information security trends and technologies; strategic planning and project management at the division/work unit level; policy development and implementation; methods and techniques used to safeguard against accidental or unauthorized modification, destruction or disclosure of data to meet security needs; interagency business practices and principles. **Ability to:** identify complex information security risks, vulnerabilities and problems; select the best course of mitigation actions for security issues; assess the security and/or vulnerability of information assets to assist in developing a risk assessment of multiple security domains; assess costs and present alternatives for the assigned area of responsibility; analyze data, solve problems and make appropriate decisions within five of the ten domains; design appropriate solutions to complex security problems; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

IT PROFESSIONAL IV	42*	B	7.921
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IT PROFESSIONAL II	38*	B	7.926
IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	29	E	7.953

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL IV (cont'd)

Information Security: (cont'd)

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Working knowledge of: departmental regulations, policies, standards, and procedures related to IT systems, services, and security. **General knowledge of:** State personnel and purchasing regulations.

IT PROFESSIONAL III

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university [~~with major course work~~] in computer science, management information systems, or closely related field and three years of [~~progressively responsible~~] professional IT experience relevant to the duties of the position which may include computer operations, systems administration, network administration, database administration, applications analysis and development, and/or information security, one year of which was at the journey level; **OR** one year of relevant experience as an IT Professional II in Nevada State service; **OR** an equivalent combination of education and experience as described above. (*See Special Requirements and Informational Notes*)

Computer Operations:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: basic elements of programming in order to generate all required reports and special projects as required of the data processing section; computer operating system including all functions, schedules, workflows, and processes; data communication networks; principles of operation, capabilities and limitations of a computer system and related environmental equipment in order to efficiently and effectively produce the final work product; supervisory principles and techniques. **Working knowledge of:** diagnostic procedures as needed in verifying systems; principles of operation, capabilities and limitations of a computer system and related equipment to produce the final work product efficiently and effectively; the principles of operation, capabilities and limitations of a multi-programming computer system and related equipment. **General knowledge of:** computer programming documentation techniques as needed in setting up and verifying systems programs. **Ability to:** analyze and develop current and proposed computer operation procedures for efficient and effective operations; anticipate changes and new directions within the data processing environment; plan, organize and direct a twenty-four hour, seven-day-a-week shift operation of a computer system; understand and apply technical manuals, environmental requirements and physical planning; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: State regulations related to IT, purchasing, and personnel administration; workflow within the agency.

Systems Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: Some positions require knowledge of specific departmental information systems. **Working knowledge of:** principles of designing test procedures; principles, practices, and procedures required to design, analyze, and maintain software; principles, tools, and techniques as applied to writing and modifying programs; systems programming languages and techniques. **General knowledge of:** capacity planning techniques; performance monitoring principles and related software products; telecommunication technology and related systems software; various systems software products and their interrelationships; vendor procedures for applying maintenance and temporary fixes. **Ability to:** communicate effectively orally

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IT PROFESSIONAL III	40*	B	7.925
IT PROFESSIONAL II	38*	B	7.926
IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	<i>29</i>	<i>E</i>	<i>7.953</i>

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL III (cont'd)

Systems Administration: (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application): (cont'd)
and in writing; evaluate and tailor information system hardware and/or software to meet local requirements; implement auxiliary software and subsystems; maintain effective working relationships with others; provide mid-level technical consultation and training; recommend and implement system changes. **Skill in:** implementing changes to a variety of networking systems; managing large volumes of data on various storage media; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):
Working knowledge of: State purchasing procedures; the principles of training, coaching, and supervision if applicable to the position.

Network Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):
Detailed knowledge of: directory services; network operating systems; network problem troubleshooting; concepts, characteristics, and capabilities of network based applications; current and emerging trends in developing computer networking technology; principles and practices of data backup and recovery; the principles, practices, and techniques used to install, maintain, and support LANs and wide area networks (WANs); computer network communication protocols; the concepts, characteristics, and capabilities of computer operating systems. **Working knowledge of:** the methodology for implementing distributed applications; network authentication; data storage networks; network security design and implementation; network communications hardware such as routers, switches, and firewalls; systems integration and optimization; virtual private networks and virtual LANs. **Ability to:** recommend hardware to solve network issues; verify router configuration and optimize routes; perform cost/benefit analysis; present network design concepts to management and users; integrate servers into a geographically dispersed network; participate in vendor interaction and verify that requirements are met; verify efficient interconnectivity of distributed applications; verify network capacity and provide utilization statistics; configure and upgrade data storage networks; solve network problems; interpret technical manuals; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):
Working knowledge of: State purchasing procedures; the principles of training, coaching, and supervision if applicable to the position.

Database Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):
Detailed knowledge of: physical and logical database structure and design; database backup and recovery scenarios and methodologies; database security management and data integrity. **Working knowledge of:** computer and network operating systems, computer hardware, and communications systems; database and operating system performance tuning monitoring; business practices and procedures; customer service standards and procedures; business software, systems analysis, systems design, system development lifecycle, and information architecture to effectively design and create databases; structured query language. **Ability to:** coordinate system design, applications and software programming, and computer operations activities relative to the database environment; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

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IT PROFESSIONAL III	40*	B	7.925
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IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	<i>29</i>	<i>E</i>	<i>7.953</i>

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL III (cont'd)

Database Administration: (cont'd)

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Working knowledge of: State purchasing procedures; the principles of training, coaching, and supervision if applicable to the position.

Applications Analysis and Development:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: basic programming techniques such as table handling and on-line file updates; general purpose programming languages (in software-oriented positions); principles, tools and techniques as applied to writing, modifying, and documenting programs; techniques of diagramming program flow.

Working knowledge of: access methods and file structures; at least one formal systems design methodology; principles of designing test procedures; principles, practices and procedures required to develop, design, and implement information system-based solutions in a wide range of problem domains. **General knowledge of:** project control techniques, including cost estimating and resource scheduling. **Ability to:** utilize interactive programming techniques; logically analyze problems of considerable complexity; test and validate information systems; *and all knowledge, skills, and abilities required at the lower levels in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Working knowledge of: State purchasing procedures; the principles of training, coaching, and supervision if applicable to the position.

Information Security:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: three of the ten security domains; current principles, theories, practices, and procedures of information security management. **General knowledge of:** general-purpose security controls; current information security trends and technologies. **Ability to:** develop plans to safeguard against accidental or unauthorized modification, destruction or disclosure of data to meet security needs; assess costs and present alternatives for the assigned area of responsibility; participate in long-term projects and strategic planning; organize resources and materials in order to meet project timelines; assess the security and/or vulnerability of information assets to assist in developing a risk assessment; analyze data, solve problems and make appropriate decisions within three of the ten domains; provide effective and responsive customer service; establish and maintain positive working relationships with others; develop and implement information security training materials and workshops. **Skill in:** technical writing, report preparation and oral communication.

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Working knowledge of: State and department regulations, policies, standards, and procedures; Nevada Revised Statutes pertaining to information systems, services, and security. **General knowledge of:** State Personnel regulations and processes. **Ability to:** identify information security risks, vulnerabilities, and problems for an agency. **Skill in:** agency business principles, practices, and activities.

IT PROFESSIONAL II

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university [~~with major course work~~] in computer science, management information systems, or closely related field and two years of [~~progressively responsible~~] professional IT experience relevant to the duties of the position which may include computer operations, systems administration, network administration, database administration, [~~and/or~~]

IT PROFESSIONAL IV	42*	B	7.921
IT PROFESSIONAL III	40*	B	7.925
IT PROFESSIONAL II	38*	B	7.926
IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	29	E	7.953

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL II (cont'd)

EDUCATION AND EXPERIENCE: (cont'd)

applications analysis and development, *and/or information security*; **OR** two years of experience as an IT Professional I in Nevada State service; **OR** four years of relevant technical experience as an IT Technician IV or above in Nevada State service; **OR** an equivalent combination of education and experience as described above. (*See Special Requirements and Informational Notes*)

Computer Operations:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: basic elements of programming in order to generate all required reports and special projects as required of the data processing section; computer operating system including all functions, schedules, workflows, and processes; data communication networks; principles of operation, capabilities and limitations of a computer system and related environmental equipment in order to efficiently and effectively produce the final work product; supervisory principles and techniques. **General knowledge of:** diagnostic procedures as needed in verifying systems; principles of operation, capabilities and limitations of a computer system and related environmental equipment to produce the final work product efficiently and effectively; the principles of operation, capabilities and limitations of a multi-programming computer system and related equipment. **Ability to:** plan, organize and direct a shift or multi-shift operation of a computer system to facilitate the workflow; *and all knowledge, skills, and abilities required at the lower level in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: State regulations related to IT and purchasing; workflow within the agency. **Working knowledge of:** personnel administration. **Ability to:** train, supervise, and evaluate the performance of assigned personnel.

Systems Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Detailed knowledge of: strengths and limitations of several general-purpose programming languages. **Working knowledge of:** specific departmental information systems (select positions). **General knowledge of:** principles of designing test procedures; principles, practices, and procedures required to design, analyze, and maintain software; principles, tools, and techniques as applied to writing and modifying programs; systems programming languages and techniques. **Ability to:** make decisions and use independent judgment (independently choose appropriate action after reviewing alternatives); provide general technical consultation and training; recommend and implement systems change. **Skill in:** interviewing users to identify needs; problem solving, analysis and synthesis; solving information systems problems; some positions may require skill in the use of LAN management software, audio generating equipment, data concentrators, front-end processors, data scopes and recorders, tone modulation test sets, and voice frequency (VF) monitoring equipment; *and all knowledge, skills, and abilities required at the lower level in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: departmental policies and procedures related to systems administration.

Network Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: directory services; network operating systems; network security practices; network problem troubleshooting; the concepts, characteristics, and capabilities of network-based applications; current and emerging trends in developing computer networking technology; the principles and practices of data

IT PROFESSIONAL IV	42*	B	7.921
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IT PROFESSIONAL II	38*	B	7.926
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IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	<i>29</i>	<i>E</i>	<i>7.953</i>

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL II (cont'd)

Network Administration: (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application): (cont'd)
 backup and recovery; the principles, practices, and techniques used to install, maintain, and support LANs and WANs; the concepts, characteristics, and capabilities of computer operating systems. **General knowledge of:** methodology for implementing distributed applications; network authentication; data storage networks. **Ability to:** write performance and utilization reports; collect and analyze data; implement network changes or additions; communicate complex technical concepts and terminology to agency management and network users; implement and maintain directory services; resolve issues quickly with minimal outside help; configure and deploy servers; configure user rights and permissions; monitor device utilization; interpret information security policies; install workstations; troubleshoot hardware and software; understand technical manuals; verify compliance with information security policies.

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: departmental policies and procedures related to network administration.

Database Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):
Working knowledge of: physical and logical database structure and design; database backup and recovery scenarios and methodologies; database security management and data integrity. **General knowledge of:** database and operating system performance tuning monitoring; business practices and procedures; customer service standards and procedures; business software, systems analysis, systems limitations of a computer system and related environmental equipment in order to efficiently and effectively produce the final work product; supervisory principles and techniques design, system development lifecycle, and information architecture to effectively design and create databases; computer and network operating systems, computer hardware, and communications systems; structured query language. **Ability to:** work effectively on multiple projects with overlapping deadlines; communicate and work well with changing priorities and frequent interruptions. **Skill in:** code migration, database change management, and data management through the various stages of the development life cycle; technical writing and report preparation; *and all knowledge, skills, and abilities required at the lower level in the same IT Professional specialization.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: departmental policies and procedures related to database administration.

Applications Analysis and Development:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):
Working knowledge of: at least one general purpose programming language (in software-oriented positions); basic programming techniques such as table handling and on-line file updates; principles, practices, and procedures required to design and implement information systems-based solutions; principles, tools and techniques as applied to writing, modifying, and documenting programs; techniques of diagramming program flow. **General knowledge of:** access methods and file structures; at least one formal systems design methodology; principles of designing test procedures; principles, practices and procedures required to develop, design, and implement information system-based solutions in a wide range of problem domains. **Ability to:** decompose problems into constituent parts; interview users to identify needs; make decisions and use independent judgment (independently choose appropriate action after reviewing alternatives); test and validate systems; *and all knowledge, skills, and abilities required at the lower level in the same IT Professional specialization.*

IT PROFESSIONAL IV	42*	B	7.921
IT PROFESSIONAL III	40*	B	7.925
IT PROFESSIONAL II	38*	B	7.926
IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	29	E	7.953

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL II (cont'd)

Applications Analysis and Development: (cont'd)

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: departmental policies and procedures related to applications analysis and development.

IT PROFESSIONAL I

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university [~~with major course work~~] in computer science, management information systems, or closely related field and one year of IT experience relevant to the duties of the position which may include computer operations, systems administration, network administration, database administration, [~~and/or~~] applications analysis and development, *and/or information security*; **OR** one year of experience as an IT Professional Trainee II in Nevada State service; **OR** three years of relevant technical experience equivalent to an IT Technician IV or above in Nevada State service; **OR** an equivalent combination of education and experience as described above. (*See Special Requirements and Informational Notes*)

Computer Operations:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

General knowledge of: basic elements of programming in order to generate all required reports and special projects as required of the data processing section; computer operating system including all functions, schedules, workflows, and processes; data communication network; principles of operation, capabilities and **Ability to:** analyze and develop current and proposed computer operation procedures for efficient and effective operations; communicate effectively orally and in writing; correctly identify, diagnose, and rectify problems related to computer operations; evaluate equipment utilization and output in order to provide management with recommendations concerning hardware/software purchases; maintain effective working relationships with others; make decisions and use independent judgment (independently choose appropriate action after reviewing alternatives); order and maintain supplies; organize and direct disk and tape libraries; understand and apply technical manuals; *and all knowledge, skills, and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Detailed knowledge of: workflow within the agency. **Working knowledge of:** State regulations related to IT, purchasing and personnel administration.

Systems Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: strengths and limitations of several general-purpose programming languages. **General knowledge of:** principles of designing test procedures; programming techniques; some positions require knowledge of specific departmental information systems. **Ability to:** communicate effectively orally and in writing; maintain effective working relationships with others. **Skill in:** problem solving, analysis and synthesis; *and all knowledge, skills, and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

(These are identical to the Entry Level Knowledge, Skills, and Abilities required for IT Professional II – Systems Administration.)

Network Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

General knowledge of: directory services; network operating systems; network security practices; network

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IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	29	E	7.953

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MINIMUM QUALIFICATIONS (cont'd)

IT PROFESSIONAL I (cont'd)

Network Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application): (cont'd)
 problem troubleshooting; the concepts, characteristics, and capabilities of network-based applications; current and emerging trends in developing computer networking technology; the principles and practices of data backup and recovery; the principles, practices, and techniques used to install, maintain, and support LANs and WANs; the concepts, characteristics, and capabilities of computer operating systems. **Ability to:** communicate effectively orally and in writing; establish and maintain effective working relationships with others; exercise judgment and creativity; investigate and analyze information and draw conclusions; learn and adapt to new technologies; logically analyze problems of limited complexity; maintain effective working relationships with others; *and all knowledge, skills, and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills, and Abilities required for IT Professional II – Network Administration.)

Database Administration:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):
Working knowledge of: programming languages and techniques; application development. **General knowledge of:** current database methods and concepts; systems analysis and design; database systems and applications. **Ability to:** read and interpret technical manuals and specification documents on hardware and software; establish and maintain effective working relationships with others; communicate effectively orally and in writing; learn and adapt to new technologies; exercise judgment and creativity; investigate and analyze information and draw conclusions. **Skill in:** analysis, problem solving and decision-making; organization and time management; one or more application programming languages and techniques; *and all knowledge, skills, and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills, and Abilities required for IT Professional II – Database Administration.)

Applications Analysis and Development:

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):
General knowledge of: at least one general purpose programming language (in software-oriented positions); basic programming techniques such as table handling and on-line file updates; principles, practices, and procedures required to design and implement information systems-based solutions; principles, tools and techniques as applied to writing, modifying, and documenting programs; techniques of diagramming program flow. **Ability to:** communicate effectively orally and in writing; logically analyze problems of limited complexity; maintain effective working relationships with others; *and all knowledge, skills, and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills, and Abilities required for IT Professional II – Applications Analysis and Development.)

IT PROFESSIONAL IV	42*	B	7.921
IT PROFESSIONAL III	40*	B	7.925
IT PROFESSIONAL II	38*	B	7.926
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IT PROFESSIONAL TRAINEE II

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university [~~with major course work~~] in computer science, management information systems, or closely related field; *OR Associate's degree from an accredited college or university in computer science, management information systems, or closely related field and one year of experience utilizing the fundamentals of typical computer systems, operating systems, applications, and peripherals; OR graduation from high school or equivalent education and two years of experience as described above; OR one year of experience as an IT Professional Trainee I in Nevada State service; OR [two] one year[s] of [relevant technical] experience equivalent to an IT Technician [IV] III or above in Nevada State service; OR an equivalent combination of education and experience as described above. (See Special Requirements and Informational Notes)*

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: theories, principles, and concepts related to IT; modern computer hardware and software; *practices and procedures common to the IT area to which assigned. General knowledge of:* sources of information and research techniques; problem-solving methods. **Ability to:** communicate effectively both [~~orally~~] *verbally* and in writing; establish and maintain effective working relationships with others; analyze data and reach logical conclusions; learn to perform professional level duties in a specialized area of information technology; write grammatically correct business correspondence; read and understand technical information.

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

~~[Working knowledge of: practices and procedures common to the IT area to which assigned; agency policies related to assigned activities.] (These are identical to the Entry Level Knowledge, Skills, and Abilities required for IT Professional I.)~~

IT PROFESSIONAL TRAINEE I

EDUCATION AND EXPERIENCE: Associate's degree from an accredited college or university in computer science, management information systems, or closely related field; OR graduation from high school or equivalent education and one year of experience utilizing the fundamentals of typical computer systems, operating systems, applications, and peripherals; OR one year of experience equivalent to an IT Technician II in Nevada State service; OR an equivalent combination of education and experience as described above. (See Special Requirements and Informational Notes)

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: computer hardware, software, and peripherals; current computer technology and trends. General knowledge of: help desk applications as used for change/problem management; commercially available operating systems and applications; principles and practices of a computer system and peripheral devices as needed to operate and monitor a system; user password security principles and practices. Ability to: communicate with a higher-level IT staff member to facilitate resolution of program/job quality problems; learn to perform IT duties in a specialized area of information technology.

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

(These are identical to the Entry Level Knowledge, Skills, and Abilities required for IT Professional Trainee II.)

This class specification is used for classification, recruitment, and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this series.

IT PROFESSIONAL IV	42*	B	7.921
IT PROFESSIONAL III	40*	B	7.925
IT PROFESSIONAL II	38*	B	7.926
IT PROFESSIONAL I	35*	B	7.929
IT PROFESSIONAL TRAINEE II	32*	B	7.951
<i>IT PROFESSIONAL TRAINEE I</i>	29	<i>E</i>	<i>7.953</i>

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	<u>7.921</u>	<u>7.925</u>	<u>7.926</u>	<u>7.929</u>	<u>7.951</u>	<u>7.953</u>
ESTABLISHED:	7/1/95P 9/16/94PC	7/1/95P 9/16/94PC	7/1/95P 9/16/94PC	7/1/95P 9/16/94PC	7/1/95P 9/16/94PC	<i>6/15/22UC</i>
REVISED:	7/1/97LG	7/1/97LG	7/1/97LG	7/1/97LG	7/1/97LG	
REVISED:	7/1/05P 10/1/04PC	7/1/05P 10/1/04PC	7/1/05P 10/1/04PC	7/1/05P 10/1/04PC		
REVISED:					3/25/05PC	
REVISED:	7/1/07P 8/11/06PC	7/1/07P 8/11/06PC	7/1/07P 8/11/06PC	7/1/07P 8/11/06PC	7/1/07P 8/11/06PC	
REVISED:	5/15/09PC			5/15/09PC	5/15/09PC	
REVISED:	7/1/17LG	7/1/17LG	7/1/17LG	7/1/17LG	7/1/17LG	
REVISED:	8/28/17UC	8/28/17UC	8/28/17UC	8/28/17UC	8/28/17UC	
<i>REVISED:</i>	<i>6/15/22UC</i>		<i>6/15/22UC</i>	<i>6/15/22UC</i>	<i>6/15/22UC</i>	