## Application Systems Development - Identity & Access Management

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<tr>
<th>Job Family</th>
<th>Grade 11</th>
<th>Grade 12</th>
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<th>G14 - Management Track</th>
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<tbody>
<tr>
<td>Application Systems Development</td>
<td>Associate Application Systems Developer</td>
<td>Application Systems Developer</td>
<td>Sr. Application Systems Developer</td>
<td>Lead Application Systems Developer</td>
<td>Manager/Sr. Manager, IAM</td>
<td>Director, IAM</td>
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### Purpose:
- Provides solutions by analyzing requirements, designing, developing and implementing complex or multiple software applications.
- Provides solutions by analyzing requirements, designing, developing and implementing complex or multiple software applications. Typically responsible for leading analysis process for complex projects.
- Provides direction, leads analysis, design, development and implementation activities for multiple projects with complex business and technical problems. Leads application planning.
- Leads, manages and coordinates the development, deployment and ongoing operations of team systems and services. Sets team direction and goals in alignment with CUIT strategic plan and goals.

### Technical Skills:
- Basic skills in some/all of the following technologies: Proficiency in Java, Perl, Object Oriented Programming.
- Strength in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.
- Strong Proficiency in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.
- Strong Proficiency in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.

### Education & Experience:
- Bachelor's degree and/or its equivalent required. Minimum 2-4 years related experience.
- Bachelor's degree and/or its equivalent required. Minimum 4-6 years related experience. Strong experience with full applications development lifecycle.
- Bachelor's degree and/or its equivalent required. Minimum 5-7 years related experience. Expert level experience with system-wide issues recommending new and innovative technologies, methodologies and tools.
- Bachelor's degree and/or its equivalent required. Bachelor's degree and/or its equivalent required. Minimum 7-9 years related experience. Experience in all relevant languages, methodologies and tools.

### Relationship Management:
- Works closely with CUIT colleagues on all tasks in the development and maintenance life cycle. Participates constructively in team environment.
- Works closely with CUIT colleagues on all tasks in the development and maintenance life cycle. May be responsible for monitoring the work of team members and or project teams.
- Works independently while leading and coordinating all levels of activities including project life cycle, software development lifecycle and day to day operations.
- Manages staff and relevant teams while also leading and coordinating all levels of activities including project life cycle, software development lifecycle and day to day operations. Includes staff management.

### Development:
- Works under moderate direction and often without supervision.
- Works under minimal direction and often without supervision.
- Works independently while leading and coordinating all levels of activities including project life cycle, software development lifecycle and day to day operations.
- Manages staff and relevant teams while also leading and coordinating all levels of activities including project life cycle, software development lifecycle and day to day operations. Includes staff management.

### Soft Skills:
- Demonstrates a variety of competencies including teamwork/collaboration, emotional intelligence, and strong communication.
- Demonstrates a variety of competencies including teamwork/collaboration, analytical thinking, communication and influencing skills.
- Demonstrates excellence in a variety of competencies including teamwork/collaboration, analytical thinking, communication, influencing skills, and proven ability to act as a change agent.
- Demonstrates excellence in a variety of competencies including ability to manage a team, teamwork/collaboration with technical and functional clients/peers, analytical thinking, communication and influencing skills. Proven ability to act as a change agent.

### Relationship Management:
- Bachelor's degree and/or its equivalent required. Minimum 2-4 years related experience. Familiarity with systems development lifecycle.
- Bachelor's degree and/or its equivalent required. Minimum 4-6 years related experience. Strong experience with full applications development lifecycle.
- Bachelor's degree and/or its equivalent required. Minimum 5-7 years related experience. Expert level experience with full applications development lifecycle. Prior supervisory experience.
- Bachelor's degree and/or its equivalent required. Bachelor's degree and/or its equivalent required. Minimum 7-9 years related experience. Experience in all relevant languages, methodologies and tools. Prior managerial experience required.

### Skills:
- Proficiency in some/all of the following technologies: Proficiency in Java, Perl, Object Oriented Programming.
- Strong Proficiency in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.
- Expert level skills in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.
- Strong Proficiency in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.

### Education & Experience:
- Bachelor's degree and/or its equivalent required. Minimum 2-4 years related experience. Familiarity with systems development lifecycle.
- Bachelor's degree and/or its equivalent required. Minimum 4-6 years related experience. Strong experience with full applications development lifecycle.
- Bachelor's degree and/or its equivalent required. Minimum 5-7 years related experience. Expert level experience with full applications development lifecycle. Prior supervisory experience.
- Bachelor's degree and/or its equivalent required. Bachelor's degree and/or its equivalent required. Minimum 7-9 years related experience. Experience in all relevant languages, methodologies and tools. Prior managerial experience required.

### Soft Skills:
- Demonstrates a variety of competencies including teamwork/collaboration, analytical thinking, communication and influencing skills.
- Demonstrates excellence in a variety of competencies including ability to manage a team, teamwork/collaboration with technical and functional clients/peers, analytical thinking, communication and influencing skills. Proven ability to act as a change agent.

### Technical Skills:
- Basic skills in some/all of the following technologies: Proficiency in Java, Perl, Object Oriented Programming.
- Strong Proficiency in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.
- Expert level skills in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.
- Strong Proficiency in some/all of the following technologies: Java, Spring Framework, JavaScript, Perl, GIT, Jira.