Infrastructure & Engineering - Database Adminstration

Job Family	Grade 12	Grade 13	Grade 14 - Individual Contributor	Grade 15 - Management Track
Database Adminstration	Database Administrator	Sr. Database Administrator	Lead Database Administrator	Director, Infrastructure Support Services
Purpose:	Provides day-to-day support of the centrally-run database infrastructure, which supports academic, web, administrative, and other applications. Includes automation, processes, and analysis.	Provides ongoing support of the centrally-run database infrastructure, which supports academic, web, administrative, and other applications. Includes automation, processes, and analysis.	Leads/supervises designs and implements and maintains single or multiple RDBMS's.	The Director is charged with developing and executing a strategy within their respective area. He/She draws on experience and/or resources with in-depth knowledge of the business or function to provide system infrastructure solutions in support of IT objectives. He/She insures all projects are delivered within budget and on time. The Director will provide leadership and overall managerial oversight to their team.
Relation to Supervision:	Works under minimal direction.	Works under minimal direction and often without supervision.	Works independently while leading and coordinating all levels of activities including project lifecyle and day to day operations.	Manages staff and relevant teams while also leading and coordinating all levels of activities including project life cyle, software develoment life cycle and day to day operations. Including staff management. Reports to senior leadership team member. Sets direction and goals for department and/or team.
Design, Testing, Deployment, Documentation, Maintenance:	Assists developers and application owners with testing of new implementations and testing against new database versions. Assists in database installations as assigned.	Designs complex database solutions, performs complex database performance and functionality testing, implementation and documentation of complex database designs. May install moderate to high impact configuration changes and fixes to medium or high impact environments.	Leads or oversees the design of complex database solutions, performs complex database performance and functionality testing, implementation and documentation of complex database designs. Implements complex and/or business critical changes.	Communicates with senior management on system-wide issues recommending solutions including resources needed, time required and benefits to be achieved. Designs hard/software configurations for complex solutions. Assesses the application of new and innovative technologies, methods and concepts. Provides installation design and direction to support new technologies. May involve hardware sizing and capacity planning. Establishes the methodology, standards and protocols for installation and implementation work. Manages complex projects, components and systems.
Relationship Management:	Works closely with CUIT colleagues on all tasks in the database administration and maintenance life cycle. May be responsible for directing and monitoring the work of team members and or project teams.	Work with all levels of organization on problem management and resolution. Provides assistance to less senior developers. Gives guidance to other team members. May oversee team members performing specific tasks.	Leads specific infrastructure, systems and administration initiatives. Provides expert level assistance to less senior system engineers; functions as a technical consultant.	Responsible for the capabilities and configuration of the team and its preparedness to meet the IT and business requirements of the department. Partners with relevant faculty and administrators to support financial, academic and research goals of the University. Has responsibility and oversight for all personnel decisions.

Education & Experience:	Bachelors degree and/or its equivalent required. Minimum 3-5 years related experience. Solid network/systems knowledge and understanding of industry standards and practices.	Bachelors degree and/or its equivalent required. Minimum 4-6 years related experience. Strong networking knowledge and experience with multiple technical specialties.	Bachelors degree and/or its equivalent required. Minimum 5-7 years related experience. Expert level networking knowledge and experience with a specific technical specialty.	Bachelors degree and/or its equivalent required. Minimum 7-9 years related experience. Experience in all relevant technical specialties, methodologies and tools. Prior managerial experience required.
Soft skills:	Demonstrates a variety of competencies including teamwork/collaboration, analytical thinking, and communication.	Demonstrates proficiency in 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 lead a team, teamwork/collaboration with technical and functional clients/peers, analytical thinking, communication and influencing skills. High degree of emotional intelligence. Proven ability to act as a change agent.
Technical Skills:	Proficiency in some/all of the following technologies: Oracle, Sybase, Sql Server or MySQL	Strong proficiency in some/all of the following technologies: Oracle, Sybase, Sql Server or MySQL.	Expert level skills in some/all of the following technologies: Strong proficiency in some/all of the following technologies: Oracle, Sybase, Sql Server or MySQL.	Broad functional and/or technical experience in all relevant technical specialties, methodologies and tools such as Oracle, Sybase, Sql Server or MySQL.