

Job Title: **ERP Systems Analyst, Senior**  
 Job Family: **Non-Certified**  
 Pay Program: **Administrative**  
 Typical Work Year: **12 months**

Job Code: **090526**  
 FLSA Status: **Ex – A**  
 Pay Range: **L09**

**SUMMARY:** Plan and perform analysis to guide the design and implementation or improvement of the ERP (Enterprise Resource Planning) System and/or PeopleSoft System. Develop process and data requirements and translates them into systems designs including programs, interfaces, tables, panels and reports. Formulate and define system scope and objectives and all stages of development. Provide support to PeopleSoft production infrastructures, collaborating with customers, driving processes, analyzing and solving complex technical problems, executing on production change management requirements and providing technical services to solve root cause of break/fix incidents and cases will be essential.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Job Tasks Descriptions	Frequency	% of Time
1. Participate at all stages of development including scope, objective, research, analysis, design, programming, testing and implementation.	D	30%
2. Develop and customize new features by analyzing, programming, testing and implementing new modules and features. Ensure data integrity and quality assurance.	D	20%
3. Determine requirements analysis and design specifications. Develop plans and programs to convert existing data to new/upgraded systems.	D	15%
4. Collaborate with departments and clients in project design and development from start to finish. Develop and coordinate production processing schedule.	M	10%
5. Upgrades to ERP System	A	10%
6. Provides programming and support for operating systems and database management systems.	M	5%
7. Write, review and approve documentation for the system and communicates any procedural changes to appropriate staff members. Provide guidance and support to less experienced analysts.	Q	3%
8. Develops and provide system, processes and/or program training for users as needed.	Q	3%
9. Evaluate new software solutions.	Q	3%
10. Perform other duties as assigned.	Ongoing	1%

**EDUCATION AND RELATED WORK EXPERIENCE:**

- Bachelor’s degree in Computer Science or related major. Four (4) additional years of similar and relevant experience may be substituted for this requirement.
- Minimum of five (5) years experience in ERP systems support.
- Minimum of five (5) years experience in systems analysis and programming methodologies.

**LICENSES, REGISTRATIONS or CERTIFICATIONS:**

- Criminal background check required for hire.

**TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:**

- Advanced knowledge of client-server technology, RDBMS, and ERP systems.
- High level of analytical and problem solving skill.
- Experience with cutting leading edge technologies.
- Advanced knowledge of SQL dialect and relational database theory.
- Ability and willingness to learn new systems and technologies quickly.
- Good communication and interpersonal skills.
- Ability to maintain confidentiality in all aspects of the job.
- Ability to promote and follow Board of Education policies, Superintendent Policies, building and department procedures.
- Ability to communicate, interact and work effectively and cooperatively with all people, including those from diverse ethnic and educational backgrounds. Willingness to contribute to cultural diversity for educational enrichment.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.

**MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:**

- PC and related software applications.
- Advanced knowledge of servers, mainframes and networks.
- Familiarity with general office equipment.

**REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:**

	<b>POSITION TITLE</b>	<b>JOB CODE</b>
<b>Reports to:</b>	Administrative Data Services Executive Director	090529

	<b>POSITION TITLE</b>	<b># of EMPLOYEES</b>	<b>JOB CODE</b>
<b>Direct reports:</b>	This job has no supervisory responsibilities.		

May act as a lead for less experienced ERP Analysts.

**BUDGET AND/OR RESOURCE RESPONSIBILITY:**

- None

**PHYSICAL REQUIREMENTS & WORKING CONDITIONS:** *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

<b>PHYSICAL ACTIVITIES:</b>	<b>Amount of Time</b>			
	<b>None</b>	<b>Under 1/3</b>	<b>1/3 to 2/3</b>	<b>Over 2/3</b>
Stand		X		
Walk		X		
Sit				X
Use hands to finger, handle or feed				X
Reach with hands and arms	X			
Climb or balance	X			
Stoop, kneel, crouch, or crawl	X			
Talk		X		
Hear		X		
Taste	X			
Smell	X			

<b>WEIGHT and FORCE DEMANDS:</b>	<b>Amount of Time</b>			
	<b>None</b>	<b>Under 1/3</b>	<b>1/3 to 2/3</b>	<b>Over 2/3</b>
Up to 10 pounds		X		
Up to 25 pounds	X			
Up to 50 pounds	X			
Up to 100 pounds	X			
More than 100 pounds	X			

<b>MENTAL FUNCTIONS:</b>	<b>Amount of Time</b>			
	<b>None</b>	<b>Under 1/3</b>	<b>1/3 to 2/3</b>	<b>Over 2/3</b>
Compare			X	
Analyze				X
Communicate			X	
Copy		X		
Coordinate			X	
Instruct		X		
Compute				X
Synthesize				X
Evaluate		X		
Interpersonal Skills			X	
Compile			X	
Negotiate		X		

<b>WORK ENVIRONMENT:</b>	<b>Amount of Time</b>			
	<b>None</b>	<b>Under 1/3</b>	<b>1/3 to 2/3</b>	<b>Over 2/3</b>
Wet or humid conditions (non-weather)	X			

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Work near moving mechanical parts	X			
Work in high, precarious places	X			
Fumes or airborne particles	X			
Toxic or caustic chemicals	X			
Outdoor weather conditions	X			
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Work with explosives	X			
Risk of radiation	X			
Vibration	X			

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	
Color vision (ability to identify and distinguish colors)	
Peripheral vision	
Depth perception	
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	X
Moderate	
Loud	
Very Loud	