

JOB DESCRIPTION

Benchmark Job #325

Ministry: Education
Branch: Research and Evaluation
Location: Victoria

Working Title:
Level:
NOC Code:

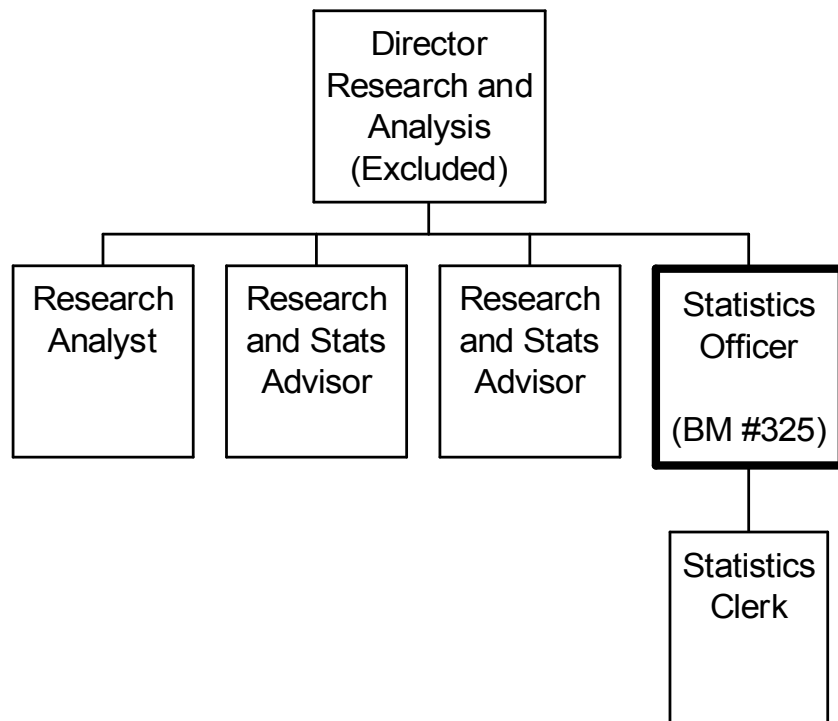
Statistical Officer
Range 14
2161

PRIMARY FUNCTION

To support the research and database management function for the branch by collecting, analyzing, tabulating and distributing technical data from diverse sources for the Minister, ministry staff, other agencies and ministries, and the general public.

JOB DUTIES AND TASKS

1. Searches, collects, analyzes, tabulates and presents economic, social, and industrial statistical information for inclusion in reports and summaries (e.g. Environmental Scan)
 - a. conducts searches for statistical information and data, including searches in the technical library
 - b. collects (includes uploading data from large flat files), consolidates, formats and cross-tabulates information from numerous data sets
 - c. presents raw social and economic data in tabular, map and graphic formats, using current computing techniques and software, for interpretation and use by clients
 - d. provides explanations and descriptions of numerical and statistical relationships based on information published by Statistics Canada, BC Statistics, and Human Resources Development Canada, etc.
 - e. processes information by using statistical and database software packages, such as dBASE, SPSS, Access and Excel, to produce regular and ad hoc reports
2. Utilizes databases and information sources to meet internal/external clients' statistical needs
 - a. locates sources of economic, industrial, social and other information and determines its value, reliability and integrity.
 - b. acquires, processes, and maintains various data sets for data such as employment insurance and apprenticeship
 - c. updates, extracts, manipulates and analyzes data using various computer software packages
 - d. creates, maintains and updates databases and reports (e.g., Labour Force Survey)
 - e. extracts and formats census information on defined geographical areas by using in-house databases and commercial software packages
 - f. verifies data to ensure it is stored in accordance with procedures
3. Produces documents and other material for publication and widespread distribution
 - a. prepares charts and displays; writes articles, explanations and reports
 - b. presents data in the form of statistical summaries and narrative explanations and interpretations for the BC publication 'Labour Force Statistics'
 - c. designs, develops and creates statistical reports for camera-ready printing
 - d. supports executive information needs by producing reports, summaries and briefing notes
4. Responds to all client groups and maintains positive client relationships
 - a. identifies and defines client needs and requests and assesses time needed to produce reports
 - b. determines cost and extent of service provided
 - c. communicates to clients how services will be provided
 - d. assists clients to understand and interpret data
 - e. produces broadcast-ready write-ups and statements for executive clients
 - f. works with client groups to develop, compile and distribute data and information.
5. Supervises a Statistical Clerk (1 FTE)
 - a. supervises a Statistical Clerk, including hiring and training
 - b. plans, assigns and reviews work
 - c. sets work priorities and standards
 - d. conducts formal appraisals of work performance



REASON FOR CLASSIFICATION

Benchmark Job #325

Job Title: Statistical Officer

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Have a practical understanding of statistical reporting, to interpret and respond to internal/external inquiries using published data from diverse sources, and translate requests by searching, collecting, calculating, analyzing, tabulating and distributing technical data for inclusion in reports and summaries (e.g. Environmental Scans).</p>	F	190
2	<p>MENTAL DEMANDS Judgement to apply structured study, analysis and interpretation of statistical data and choose an approach using a combination of statistical methodologies, to create, maintain and update databases, identify, define and respond to clients' needs and requests; develop, statistical reports such as the "Labour Force Survey", locate diverse sources of data and determine its value, reliability and integrity.</p>	E	150
3	<p>INTERPERSONAL COMMUNICATION SKILLS Persuasion required to use basic counselling skills to discuss and explain employee performance problems and provide advice for improvement.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Some coordination and dexterity required to keyboard to input and/or retrieve data from computer with minimal requirement for speed.</p>	B	10
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general procedures or instructions, selects alternative course of action to determine report criteria, and produce, maintain, and update statistical reports, interpret and provide explanation of numerical and statistical relationships to clients.</p>	D	75
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Some financial responsibility to identify and provide cost of services to clients from a schedule.</p>	C	15
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Significant responsibility to control quality of input information to database and/or statistical software.</p>	D	22.5

REASON FOR CLASSIFICATION

Benchmark Job #325
Job Title: Statistical Officer

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise a Statistical Clerk, and appraise employee performance (1 FTE).	DD	19
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Responsibility for own well-being and safety in a low risk environment.	A	5
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory concentration to frequently visually focus on data, reports and statistical results to meet needs of clients.	C	12
11	PHYSICAL EFFORT Moderate physical effort to frequently focus visual attention to view computer screens, printed reports and materials.	C	12
12	SURROUNDINGS Exposure to occasional unpleasant dealings with upset clients.	A	2
13	HAZARDS Limited exposure to hazards from frequent keyboarding.	B	4

Total Points: 561.5

Level: Range 14

JOB DESCRIPTION

Benchmark Job #324

Ministry: Environment, Lands and Parks
Branch: Wildlife/Fisheries
Location: Victoria

Working Title:
Level:
NOC Code:

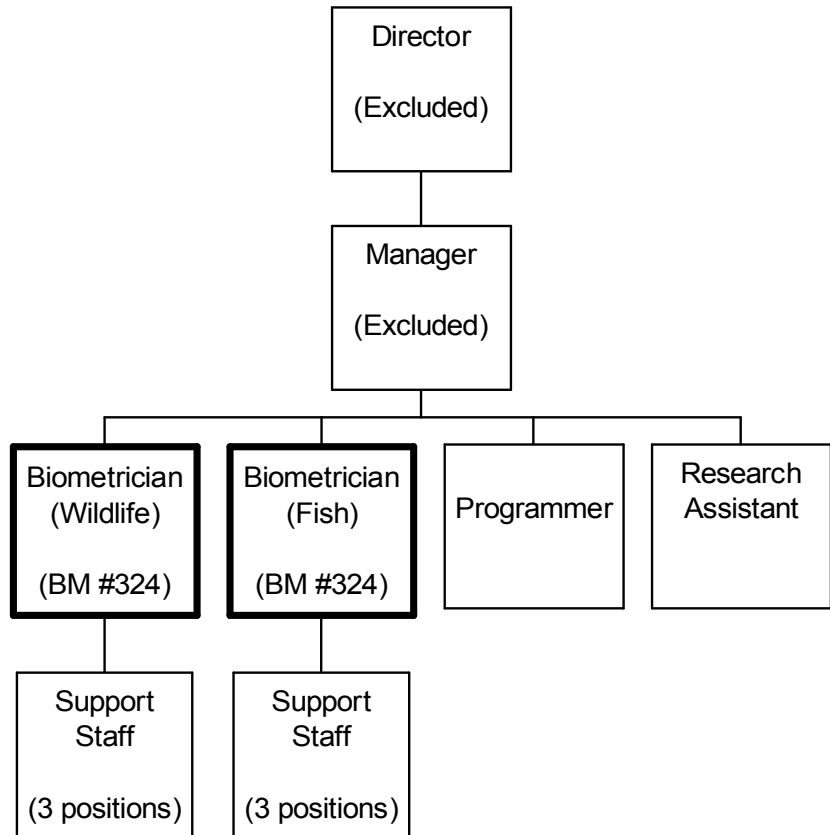
Biometrician
Range 21
2161

PRIMARY FUNCTION

To coordinate the provincial bio-statistical and computer analysis of wildlife and fish data for Ministry staff (i.e. biologists, technologists), government agencies and the public.

JOB DUTIES AND TASKS

1. Provides bio-statistical analysis and advice for Ministry staff, other agencies and the public
 - a. analyses a variety of biological data using bio-statistical methods
 - b. advises ministry staff on how to correctly sample wildlife/fish to meet their needs for data
 - c. designs and implements programs to analyze data and develop summaries
 - d. undertakes analysis of data collected in conjunction with annual surveys to determine activity of sports industry/members using selected criteria
 - e. analyses issues and gives presentations to managers and staff to explain survey outcomes
 - f. answers public and staff inquiries
2. Undertakes computer associated tasks for data/systems analyses
 - a. develops and implements computer based data applications
 - b. maintains user guides and suggests system enhancement to increase efficiency and effectiveness
 - c. produces standard reports on regular basis or on request from staff specialists
 - d. writes queries for special information available from master files
3. Coordinates province-wide resource user surveys and controls survey tools
 - a. organizes surveys to determine impact of sports industry on wildlife and fish resources
 - b. designs surveys, selects statistically valid samples and designs questionnaires to minimize bias and maximize response of client groups
 - c. creates master computer files of response data, rectifies errors (i.e. repair or replace data) and integrates results with other databases to determine accuracy of estimates
 - d. determines activity level and impact of sports industry on wildlife and fish populations and assesses species viability and survivability
 - e. reviews and improves accuracy of data reporting to meet management and staff needs
 - f. meets with the Ministry's ISB to provide input for the development and modification of programs
 - g. provides cost data on staffing and contract costs to gather information or to conduct provincial surveys
 - h. drives vehicle to field to gather or verify data and monitor work of field crews
 - i. compiles data from annual surveys and interprets results and trends using statistical analysis
4. Operates computer programs
 - a. uses programs to allocate limited entry hunting authorizations, conducts lottery to draw applications and prints authorizations and unsuccessful notices
 - b. compiles detailed reports to document harvest of wildlife and fish
5. Supervises staff and directs contract workers
 - a. supervises, recruits and trains staff (3FTE)
 - b. plans, schedules, assigns and reviews work
 - c. sets work priorities and standards
 - d. conducts formal appraisals of work performance, and takes disciplinary action, if required
 - e. provides direction to contractors and monitors contract work to ensure adherence to ministry policies and standards



REASON FOR CLASSIFICATION

Benchmark Job #324

Job Title: Biometrician

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of biometric systems information to plan, research and develop analyses, which measure the provincial impact of the sports industry on provincial wildlife/fish resources, design and implement computer programs to analyze data and ensure survey design minimize bias and maximize responses.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to modify methods to work with changing environmental, governmental and social factors and requirements; determine activity level and impact of sports industry on provincial wildlife/fish populations and assess species viability and survivability.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Persuasion required to use basic counselling skill to discuss and explain employee performance problems with workers and provide advice for improvement.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity to drive a vehicle to field locations to gather survey data and to verify work of consultants or staff gathering data.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general policies and by data and quality control standards, applies accepted work methods in different ways with flexibility to resolve data/program issues and to design suitable surveys.</p>	E	120
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Moderate financial responsibility to provide data for budget input on the cost of using contractors or program staff to gather fish/wildlife data and information.</p>	D	22.5
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to set-up and control a multi-user bio-statistic information system and control processes to ensure accuracy and quality of survey data and information.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #324

Job Title: Biometrician

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise employees, appraise employee performance and take disciplinary action (3 FTEs).	DE	20
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Limited care and attention to drive to field sites to gather or verify data and monitor work, as the driver of convenience	B	10
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently scrutinize bio-statistical data.	C	12
11	PHYSICAL EFFORT Moderate physical effort to frequently focus visual attention to view computer screen and data.	C	12
12	SURROUNDINGS Exposure to isolated field conditions occasionally while gathering bio-statistical data.	B	4
13	HAZARDS Limited exposure to hazards from frequent keyboarding.	B	4

Total Points: 777.5

Level: Range 21

JOB DESCRIPTION

Benchmark Job #321

Ministry: Forests
Branch: Research
Location: Victoria

Working Title: **Senior Biometrician**
Level: Range 27
NOC Code: 2161

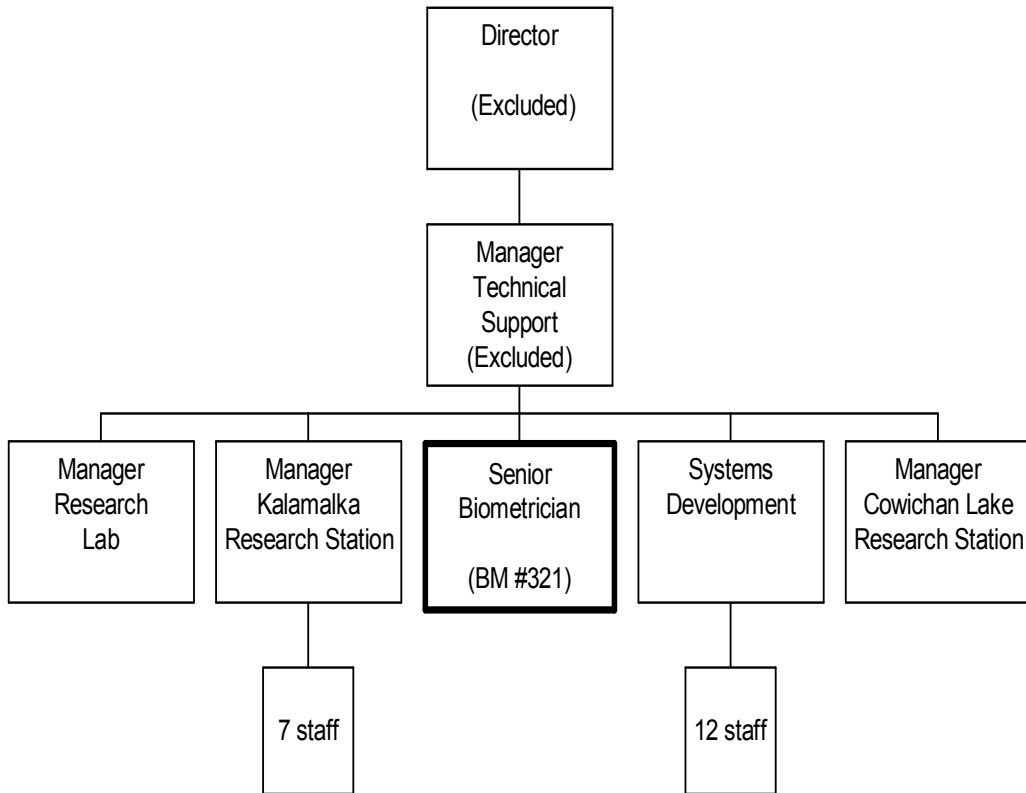
PRIMARY FUNCTION

To manage the ministry's biometrics program and provide authoritative advice to research scientists and other staff on statistical and mathematical procedures for research and operational needs.

JOB DUTIES AND TASKS

1. Manages the development and implementation of statistical and research methodologies, standards, policies and procedures
 - a. provides authoritative advice to ministry staff on the proper and efficient design of experiments, trials and sampling schemes and the design, selection and use of statistical software and related computer data analysis
 - b. develops the application and use of statistical methods such as general linear, multiple regression, log-linear, logistic regression with two or more categories and non-linear regression
 - c. controls quality, acceptance sampling, and general sampling methods
 - d. provides advice on the interpretation and presentation of results
 - e. develops the appropriate statistical methodology, computer applications and numerical techniques to be used on new, uncommon or unique statistical problems
 - f. plans and conducts reviews, and reports on relevant research incorporating new approaches into ministry supported applications
 - g. encourages research scientists and other personnel to apply appropriate statistical methods
2. Manages the writing and preparation of reports and articles on statistical analysis
 - a. organizes and develops reports on the statistical analysis and interpretation of research results and recommends future research applications and priorities for the ministry
 - b. develops and approves statistical guidelines and/or summary tables for inclusion in reports and sampling manuals
 - c. organizes, reviews and approves applied research articles for Ministry publications and other appropriate journals
3. Organizes the review and analysis of information on advances in statistical analysis, experimental design and sampling design
 - a. reviews technical literature summaries and recommends changes to ministry standards and processes
 - b. corresponds and discusses new applications or problems with other statisticians
 - c. attends meetings and seminars sponsored by groups such as statistical associations and universities to make presentations as the ministry's senior expert in biometrics
 - d. reviews and evaluates statistical software and advises on its utility for branch and ministry program applications
4. Performs other related duties
 - a. administers budget and monitors and reports on the status of the biometrics budget
 - b. plans and controls utilization of research funds for the section
 - c. determines overall section goals and priorities
 - d. coordinates biometrics services provided under contract
 - e. provides training to staff and contractors on developments in biometrics research and application software

ORGANIZATION CHART
Benchmark Job #321



ORGANIZATION CHART

Benchmark Job #321

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understands all related issues of a significant program to provide authoritative advice to research scientists and other ministry staff; manages the development of new research methods, and the revision of current procedures; provides expert advice on design of experiments, trials and sampling schemes; determines best statistical software for analysis of data and applies advanced statistical analyses; develops computer applications to be used on existing, new or unique statistical problems.</p>	I	305
2	<p>MENTAL DEMANDS Judgement to evaluate ministry needs in the areas of statistical analysis, experiment design and sampling techniques; develops methodology, computer applications and numerical techniques; and evaluates the design of experiments, trials and sampling schemes.</p>	H	250
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Persuasion required to use basic negotiation skills to convince research scientists of best designs, schemes and procedures.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Some coordination and dexterity to set-up experiments, trials and sampling schemes, using computer programs with minimal requirement for speed to assist research scientists.</p>	B	10
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general biometric methodologies and standards to plan, organize and evaluate experiments and sampling techniques used by research scientists and other ministry staff, provide expert advice and training on appropriate use of advanced statistical analyses, and plan, develop and implement computer applications for use by ministry staff.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Moderate financial responsibility to administer the Biometrics Section budget as part of the Forestry Division budget.</p>	D	22.5
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Major responsibility to manage the development of statistical/mathematical standards to be used by ministry staff to ensure the quality of biometrics information.</p>	F	43

ORGANIZATION CHART
Benchmark Job #321

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to provide formal training to staff.	B	9
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Responsibility for own well-being and safety in a low risk environment.	A	5
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory concentration to frequently scrutinize statistical and mathematical analyses and reports.	C	12
11	PHYSICAL EFFORT Moderate physical effort to frequently visually focus attention on source document and computer screen while conducting statistical/mathematical analysis.	C	12
12	SURROUNDINGS Exposure to office setting with minimal disagreeable elements.	A	2
13	HAZARDS Limited exposure to hazards from frequent keyboarding.	B	4

Total Points: 879.5

Level: Range 27

JOB DESCRIPTION

Benchmark Job #322

Ministry: Energy, Mines & Petroleum Resources
Branch: Land Management and Policy
Location: Victoria

Working Title: **Senior Mineral Statistician**
Level: Range 27
NOC Code: 2161

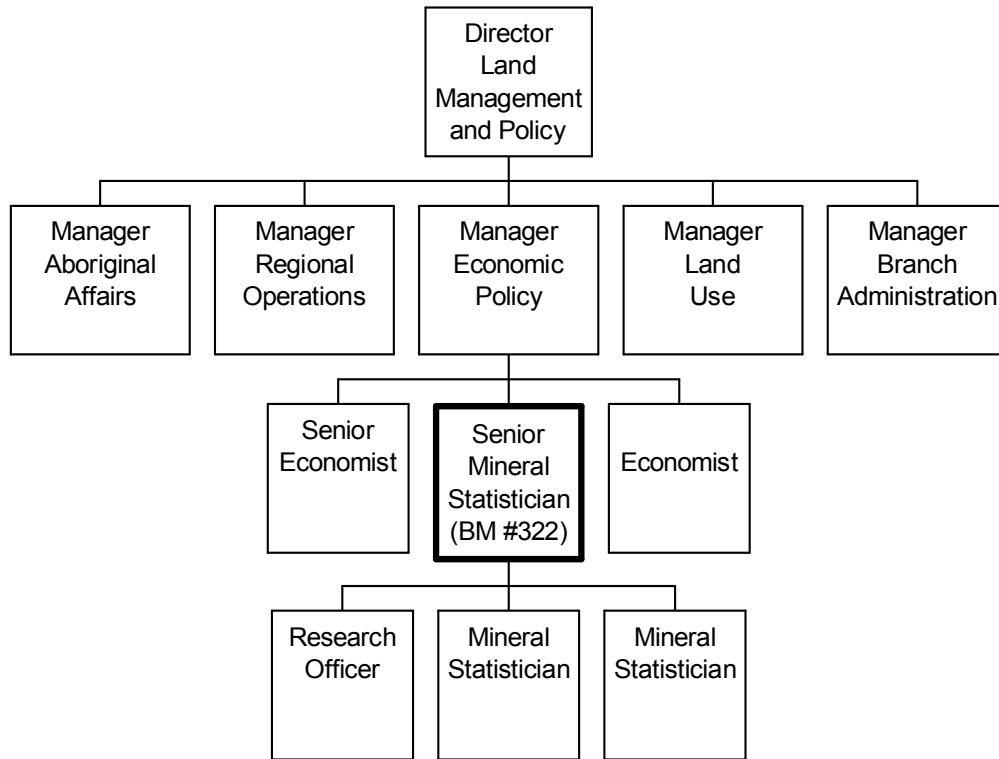
PRIMARY FUNCTION

To manage data and information analyses for all aspects of BC's mineral sector, including production, employment, trade, exploration/development and financial performance.

JOB DUTIES AND TASKS

1. Manages the development and implementation of the computer database management and reporting systems for the branch and division
 - a. coordinates the development and implementation of computerized surveys, databases and reports
 - b. defines the corporate mineral's data and database structure, specifications and reporting requirements
 - c. leads, reviews and assesses processes which ensure data integrity and validation
 - d. develops and implements corporate standards for information and reporting requirements
 - e. coordinates the acquisition and compilation, storage and retrieval of mineral data
 - f. coordinates and approves the dissemination of reports and analyses for the mineral sector
2. Manages the design and implementation of statistical surveys in co-operation with the federal government and industry
 - a. manages the identification, collection, analysis, evaluation and presentation of mineral data
 - b. identifies and defines objectives for staff to develop and conduct studies
 - c. plans, develops, evaluates and contributes to ministry policy requirements for surveys
 - d. monitors current conditions in the industry and the world market and recommends ministry strategies to assess impacts
 - e. forecasts and analyzes activity levels, government revenues
 - f. leads the development of statistical surveys with federal government departments and provincial ministries, ensuring relevance, quality and integrity
 - g. coordinates statistical survey design, implementation and administration, ensuring adherence to ministry and sector deadlines and quality control requirements
 - h. coordinates the organization of statistical information to support economic analyses and policy development
3. Supervises staff and performs other related duties
 - a. Supervises, recruits and trains staff (3 FTEs)
 - b. plans, schedules, assigns and reviews work
 - c. sets work priorities and standards
 - d. conducts formal appraisals of work performance
 - e. determines project costs and cost recovery to be charged to clients
 - f. represents the province on Federal-Provincial committees, providing authoritative advice on mineral statistics

ORGANIZATION CHART
Benchmark Job #322



ORGANIZATION CHART

Benchmark Job #322

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand all related issues of a significant program to plan, organize and develop the BC Mineral Sector forecast of industry and world market conditions and to provide authoritative advice to ministry executive, industry and staff, organize and direct statistical/economic analyses and policy development and manage survey design, implementation and administration.</p>	I	305
2	<p>MENTAL DEMANDS Judgement to manage database systems and data analyses to forecast current and future conditions for the provincial mineral sector, represent the province at federal-provincial meetings, manage and coordinate information reporting and dissemination requirements and define sectoral database structure specifications and requirements.</p>	H	250
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Persuasion required to use basic negotiation skills to gain consensus and cooperation from federal government departments and provincial ministries on survey design, results analyses and framework to be followed.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Some coordination and dexterity required to keyboard to update data on mineral sector with minimal requirement for speed.</p>	B	10
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general ministry policies and goals to plan research studies and economic/statistical analyses, plan, lead and contribute to data management and reporting for BC's mineral sector, and coordinate the definition and setting of computerized database and survey specifications.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Moderate financial responsibility to determine project costs and cost recovery to be charged to client branches.</p>	D	22.5
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Major responsibility to develop corporate standards for information and reporting requirements of data and information analyses for BC's mineral sector.</p>	F	43

ORGANIZATION CHART
Benchmark Job #322

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise staff, appraise employee performance and take disciplinary action (3 FTEs).	DE	20
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Responsibility for own well-being and safety in a low risk environment.	A	5
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory requirement to frequently scrutinize reports and data sets.	C	12
11	PHYSICAL EFFORT Moderate physical effort to frequently visually focus attention to computer screen while conducting statistical/mathematical analysis and preparing reports.	C	12
12	SURROUNDINGS Exposure to office setting with minimal disagreeable requirements.	A	2
13	HAZARDS Limited exposure to hazards from frequent keyboarding.	B	4

Total Points: 890.5

Level: Range 27

JOB DESCRIPTION

Benchmark Job #289

Ministry: Finance and Corporate Relations
Branch: Superannuation
Location: Victoria

Working Title: **Manager, Actuarial and Tax Analysis**
Level: Range 32
NOC Code: 2161

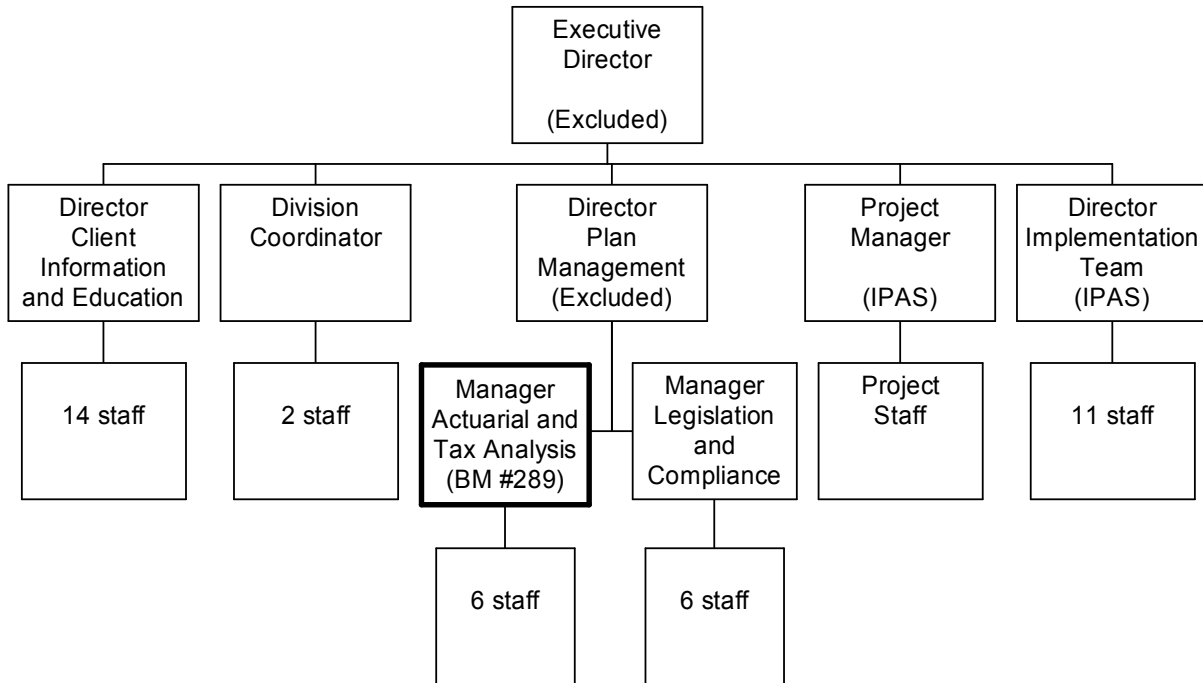
PRIMARY FUNCTION

To coordinate and manage analyses of actuarial issues, provide tax expertise and manage pension actuarial table installation, maintenance and caseload administration for the province.

JOB DUTIES AND TASKS

1. Manages in-depth analyses of actuarial issues and programs for nine BC pension plans encompassing 740 employers, 248,500 contributors and 67,000 pensioners with combined investment assets of over \$25.0 billion
 - a. develops provincial models and forecasts to estimate probabilities of death, sickness and length of retirement
 - b. leads assessment of future risks associated with pension programs and experience analysis
 - c. coordinates assembly, analysis and calculation of statistics and probabilities
 - d. executes global projections and reports on issues to Commission officials and Pension Board
 - e. manages pension actuarial table installation and maintenance
 - f. makes presentations on issues arising from analytical studies and tax-pension project evaluation reports, options and recommendations to Commission officials, Pension Board and other interested parties
 - g. forecasts and models actuarial evaluations
 - h. provides guidance on relative weights used in statistical cost/benefit and social analysis
2. Provides authoritative advice to Cabinet, Treasury Board, the Commission and Pension Board
 - a. provides authoritative actuarial input into policy papers and submissions to ensure that all pension and tax economic impacts of proposals have been considered
 - b. develops background papers, public discussion documents, and implementation requirements for new regulations, policies, and procedures
 - c. prepares draft submissions, reports and discussion papers for review by the Commission Executive
3. Manages the development and implementation of system specifications and ensures that the pension administration systems are performing the calculations according to the rules
 - a. manages and develops business systems specifications, enhancements and maintenance
 - b. leads, develops and maintains business and systems rules used to conduct actuarial analyses
 - c. organizes, develops and implements systems security and user profiles, including release and change control
 - d. organizes and coordinates the development, co-ordination, implementation, and evaluation of test plans
 - e. coordinates and advises on ad-hoc reporting administration
 - f. supervises integrated pension administration system project analyses
 - g. coordinates business and help desk administration
 - h. analyzes caseload administration to ensure systems and staff are performing calculations according to the rules
4. Directs the work of pension analysts tax, consultants and actuarial specialists
 - a. supervises, hires and trains staff (6 FTEs)
 - b. sets work priorities and standards
 - c. plans, assigns and reviews
 - d. appraises work performance and takes disciplinary action, as required
 - e. hires contractors and actuarial specialists using standardized contracts; explains contract standards and requirements to contractors, monitors and approves work

ORGANIZATION CHART
Benchmark Job #289



ORGANIZATION CHART

Benchmark Job #289

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand all related issued of a major and highly specialized provincial superannuation program for nine pension plans, provide authoritative advice to officials on actuarial issues and analyses, and manage modeling, forecasting and reporting of pension actuarial analysis.</p>	J	330
2	<p>MENTAL DEMANDS Judgement required to evaluate a provincial pension actuarial system and provide advice to officials and develop requirements for new regulations, policies and procedures.</p>	H	250
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Persuasion required to use basic negotiation skills to gain consensus and agreement of tax-pension options and recommendations with Commission officials and Pension Board.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Some coordination and dexterity required to keyboard with minimal requirement for speed to perform actuarial analyses and prepare reports.</p>	B	10
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by ministry and commission goals and objectives, provide major actuarial and tax advice affecting contributors, employers and pensioners in nine BC pension plans.</p>	H	220
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Corporate level of financial responsibility to assess financial risk for nine provincial pension plans with combined assets of over \$25 billion.</p>	H	73
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Major responsibility to manage development and implementation of system specifications and global pension plan changes.</p>	F	43

ORGANIZATION CHART
Benchmark Job #289

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise pension analysts, appraise employee performance and take disciplinary action (6 FTEs).	DF	21
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Significant care and attention to develop pension actuarial recommendations, which affect the well-being of pension plan members.	D	25
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently scrutinize data, reports and forecasts.	C	12
11	PHYSICAL EFFORT Moderate physical effort to frequently focus visual attention to computer screen or printed material.	C	12
12	SURROUNDINGS Exposure to office setting with minimal disagreeable elements.	A	2
13	HAZARDS Minimal exposure to hazards from occasional keyboarding.	A	2

Total Points: 1045

Level: Range 32