

<b>POSITION DESCRIPTION</b>		AGENCY/DEPT ID Department of Administrative Services DAS302310
DIVISION OR INSTITUTION Human Resources Division	UNIT OR OFFICE Applications & Security	COUNTY OF EMPLOYMENT Franklin

POSITION NUMBER 20075311           JOB TITLE Business Transformation Analyst           JOB CODE 63331	<input checked="" type="checkbox"/> Reclassification <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Update		Position Hyperlinked to <input type="checkbox"/> Agency Organizational Tree	
	USUAL WORKING TITLE OF POSITION Business Transformation Analyst		POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR 20073481 Senior Business Transformation Analyst	
	<input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Intermittent	<input checked="" type="checkbox"/> Classified <input type="checkbox"/> Unclassified	Overtime: <input type="checkbox"/> Eligible <input checked="" type="checkbox"/> Exempt If FLSA Exempt, exemption type:	Bargaining Unit  Page 1 of 1
	NORMAL WORKING HOURS (Explain unusual or rotating shift): FROM: 8:00 a.m. TO: 5:00 p.m. & subject to overtime/call back 24X7			
	<b>JOB DESCRIPTION AND WORKER CHARACTERISTICS</b>			
	%	Job Duties in Order of Importance	Knowledge, Skills & Abilities	
	85	Under the direction of Ohio Administrative Knowledge System (e.g., OAKS running on PeopleSoft application) Human Resources (HR) module manager (e.g., classification plans, salary administration, department trees & department budgets): plans & conducts Conference Room Pilots (CRP) to review current requirements & gather additional requirements for enhancements; develops & documents "to be" processes in PeopleSoft; identifies & resolves problems with module; consults with customer staff to analyze business issues & work toward solutions to business problems; works closely with system designers & Human Resources Division, Human Capital Management support team to configure classification plans, salary administration, department trees & department budgets; changes fields & coordinates resulting changes to other fields, responds to inquiries requiring higher-level knowledge of system processes regarding Human Resources which support business requirements; provides support to agencies by researching & fixing issues with module elements; provides production support & problem determination; develops custom processes; develops & implements policies & procedures related to the Human Resources module; responds to module issues 24 hrs/day, 7 days/week as needed; provides backup for supervisor during absences.	Knowledge of (1) Ohio Administrative Knowledge System (OAKS); (2) PeopleSoft web-based application; (3) State of Ohio human resources programs & processes*; (4) business administration; (5) laws, rules, & regulations relating to benefits; (6) business process & organizational engineering; (7) agency policies & procedures*. Skill in (8) operation of personal computer & associated hardware & software; (9) configuring module components (e.g., classification plans, salary plans, department tree, department budgets); (10) use of web-based enterprise resource planning system (e.g., PeopleSoft/OAKS); Ability to (11) deal with many variables & determine specific course of action; (12) use proper research methods in gathering data; (13) gather, collate & classify information; (14) draft &/or edit administrative policies, procedures, informational booklets & directives; (15) provide production support 24 hrs/day, 7 days/week.	
	15	Performs other related duties as assigned: works with change management team to design, & review end-user training programs for the Human Resources module; identifies areas of significant change in process to the end user & makes recommendations for additional job aides to assist in facilitating user training; conducts training as needed.  Position is overtime exempt.	Knowledge of 1*, 2, 3, 4*, 5, 6, 7*, (16) training & development. Skill in 8, 9, 10. Ability to 11, 12, 13, 14, 15.	
	List Position Numbers & Job Titles of Positions Directly Supervised:		SIGNATURE OF AGENCY REPRESENTATIVE 	DATE 6/17/10