

## Position Factor Listing

Transportation Geographical Information Coordinator  
Point Range: 795-844

### Position Factors

**1. Knowledge:** Combined required **minimum education/experience for competent performance**

<u>Education</u>	<u>Experience Range - Years</u>		
	<u>Up to 3</u>	<u>4-7</u>	<u>8+</u>
A. <b>High School</b>	1	<b>2</b>	3
B. A.A/Vocational training	1	2	3
C. B.S/B.A.	1	2	3
D. M.S/ M.A.	1	2	3
E. MS+ (Sr. Mgmt.)	1	2	3

**2. Human Relations Skills:** All interpersonal skills required to produce the desired end result

<u>Required skill level</u>	<u>*Organization Contact Level</u>			
A. Moderately important; courtesy/ tact	1	2	3	4
B. <b>Important; communicate ideas/lead team</b>	1	2	<b>3</b>	4
C. Very important; influencing others; supervise/manage	1	2	3	4
D. Critical to end result; convincing others; lead/motivate	1	2	3	4

**\*Definitions**

**1** - Immediate workgroup

**2** - Outside of immediate workgroup

**3** - Assistant/ Associate/Deputy Superintendents    **4** - Superintendent, School Board; critical external parties

**3. Problem Solving:** Thinking environment to perform job duties

- A. Follow established routine and well-defined patterns
- B. Some analysis; known solutions
- C. Apply established principles; determine method
- D. Follows broad policies; known objectives**
- E. Establish policies based on goals/strategies

### Position Factor Listing (cont.)

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**4. Decision Making Freedom:** Freedom to take action

- A. Follows instructions; refer decisions to a higher authority
- B. Occasional independent action; interpret practices/procedures
- C. Independence within specialty area; report progress**
- D. Frequent independent action; may impact other areas
- E. Regular independent action; follows broad policies

**5. Position Impact:** Degree of job impact on the District

- A. Minor to total organization; moderate to work unit
- B. Advisory to work unit; used by others to take action
- C. Substantial support, advice, and counsel to work unit
- D. Substantial direct impact on unit's results**
- E. Authoritative to unit/substantial to District

#### Position Analysis Criteria

1. Knowledge	2. Human Relations Skills	3. Problem Solving	4. Decision Making Freedom	5. Position Impact
A2	B3	D	C	D