Outline of Job Career and Key Performance Indicator

(7) *Application Specialist*

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Outline of Job Category

Application Specialist

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Outline of Application Specialist

Job category	Application Specialist	
Specialty Field	Application system	Application package
Level 7		
Level 6		
Level 5		
Level 4		
Level 3		
Level 2		
Level 1		

Description of Job Category

Performs design, development, construction, installation, testing and maintenance of application related to solving problems on business operation by utilizing expertise on application development and package installation in industry specific operations and generic operation. Has responsibility for the quality of constructed applications (functionality, recoverability, and convenience, and etc.).

In the IT investment phases, Development (Component design (operations), Solution construction (development, implementation)) and Operation, Maintenance (Solution operation (operations), Solution maintenance (operations)) are the main activity areas.

Performs the following:

●Application systems

Performs design, development, operation and maintenance of application system by analyzing of user requirements on business operation

Performs the following tasks of relevant operation solutions in activity area of IT investment phases

- Development
  - • Analysis and design of application component
  - • Development1, implementation and test of application component
- Operation and Maintenance
  - • Operation of application component
  - • Maintenance of application component

●Application packages

Performs customization, function additions, installation and maintenance of application packages, identifying user requirements on business operation, based on the understanding of function and portability for application package

Performs the following tasks of relevant application package in activity area of IT investment phases

- Development
  - • Detailed design of fit /gap analysis
  - • Customized design based on required specification (including additional functional design)
  - • Additional functional development (additional development of the part which are not realized by customization)
  - •Implementation and testing of package component
- Operation and Maintenance
  - •Operation of package component
  - •Maintenance of package component

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Key Performance Indicator
Application Specialist

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Key Performance Indicator: Application Specialist

Specialty Field	Application System	Level 6

[Business Contribution]

●Responsibilities

Leads development team and has responsibility for the whole phases of business application development, as a person responsible for the development team of design, development, construction, installation, testing and maintenance of application. Has experience and performance of achieving project success in design, development, and installation of application to satisfy optimum quality for customer's environment (functionality, recoverability, and convenience, and etc.) three times or more (At least one project must meet the complexity and size of Level 6, and others can be of Level 5).

●Complexity

Has experience and performance of achieving success in application development projects with two or more of following complexity criteria.

□Wide-ranging complex business requirements including some specific business requirements
□Utilization of new technology which are not used in major companies or have little track record to use
□Coexistence of multiple system forms (transaction processing, client server, Web etc.)
□Mission critical system with high quality
□A system that is industry-leading, inter-industry, or one of domestic scales
□Applications of multi-platforms
□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery
□Large degree of change for operation form required in limited time frame

●Size

Has experience and performance of achieving success in application development projects with either one of the following size

□Development team with 50 persons or more during peak periods
□Development team with four or more of above complexity criteria, and with 10 or more but less than 50 persons during peak periods

[Professional Contribution]

-Has the high specialty in either one or more of the following major themes sufficient to guide others and contributes to the industry

□Technical components in application development area (tools, standards, methodology, and etc.)
□Assessment of cost, schedule, and risk for application parts

-Has achievements in four or more items of following expertise succession.

□Activities in professional community such as academic society and committee
□Publication of a book
□Publication of a paper outside the company
□Publication of a paper within the company
□Instructor outside the company
□Instructor within the company
□Filing of a patent application

-Develops subordinates (by mentoring, coaching, and etc.)

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Key Performance Indicator: Application Specialist

Specialty Field	Application System	Level 5

[Business Contribution]

●Responsibilities

Leads development team and has responsibility for the whole phases of business application development, as a person responsible for the development team of design, development, construction, installation, testing and maintenance of application. Has experience and performance of achieving project success in design, development, and installation of application to satisfy optimum quality for customer's environment (functionality, recoverability, and convenience, and etc.) three times or more (At least one project must meet the complexity and size of Level 5, and others can be of Level 4).

●Complexity

Has experience and performance of achieving success in application development projects with two or more of following complexity criteria.

□Wide-ranging complex business requirements including some specific business requirements
□Utilization of new technology which are not used in major companies or have little track record to use
□Coexistence of multiple system forms (transaction processing, client server, Web etc.)
□Mission critical system with high quality
□A system that is industry-leading, inter-industry, or one of domestic top scales
□Applications of multi-platforms
□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery
□Large degree of change for operation form required in limited time frame

●Size

Has experience and performance of achieving success in application development projects with either one of the following size

□Development project with 10 or more but less than 50 persons during peak periods
□Development project with four or more of above complexity criteria, and with 3 or more persons during peak periods

[Professional Contribution]

-Has the high specialty in the following major themes sufficient to guide others and contributes to the company.

□Management of cost, schedule, and risk for application parts

-Has achievements in three or more items of following expertise succession.

□Activities in professional community such as academic society and committee
□Publication of a book
□Publication of a paper outside the company
□Publication of a paper within the company
□Instructor outside the company
□Instructor within the company
□Filing of a patent application

-Develops subordinates (by mentoring, coaching, and etc.)

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Key Performance Indicator: Application Specialist

Specialty Field	Application System	Level 4

[Business Contribution]

●Responsibilities

Has responsibility for deliverables of assigned application in whole phases of business application development, as a leader of development team in design, development, construction, installation, testing and maintenance of application. Has experience and performance of achieving project success two times or more (At least one project must meet the complexity and size of Level 4, and others can be of the Level 3 or above)

●Complexity

Has experience and performance of achieving success in application development projects with two or more of following complexity criteria.

□Wide-ranging complex business requirements including some specific business requirements
□Utilization of new technology which are not used in major companies or have little track record to use
□Coexistence of multiple system forms (transaction processing, client server, Web etc.)
□Mission critical system with high quality
□A system that is industry-leading, inter-industry, or one of domestic top scales
□Applications of multi-platforms
□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery
□Large degree of change for operation form required in limited time frame

●Size

Has experience and performance of achieving success in application development projects with either one of the following size

□Development team with 3 or more persons during peak periods

[Professional Contribution]

-Has the high specialty in the following major themes sufficient to guide subordinates.

□Management of cost, schedule, and risk for application parts

-Has achievements in one or more items of following expertise succession.

□Activities in professional community such as academic society and committee
□Publication of a book
□Publication of a paper outside the company
□Publication of a paper within the company
□Instructor outside the company
□Instructor within the company
□Filing of a patent application

-Develops subordinates (by mentoring, coaching, and etc.)

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Key Performance Indicator: Application Specialist

Specialty Field	Application System	Level 3

[Business Contribution]

●Responsibilities

Has responsibility for deliverables of assigned work in design, development, construction, installation, testing and maintenance of application, under the existing work standards or guidance, as a member of development team. Has experience of participating in a project once or more. (Projects must meet the complexity and size of Level 3)

●Complexity

Has experience and performance of participating in application development projects with two or more of following complexity criteria, as a member of application development team.

□Wide-ranging complex business requirements including some specific business requirements
□Utilization of new technology which are not used in major companies and have little track record to use
□Coexistence of multiple system forms (transaction processing, client server, Web etc.)
□Mission critical system with high quality
□A system that is industry-leading, inter-industry, or one of domestic top scales
□Applications of multi-platforms
□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery
□Large degree of change for operation form required in limited time frame

●Size

Has experience and performance of participating in application development projects regardless of size.

[Professional Contribution]

-Has the specialty in following main theme to perform assigned task by him/her-self

□Design, development and installation of application

〈Remarks〉

-By passing Applied ITEE (Information Technology Engineer Examination), individuals are regarded as attaining the minimum capability required in ITSS level 3.

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Key Performance Indicator: Application Specialist

Specialty Field	Application Package	Level 6

[Business Contribution]

●Responsibilities

Leads development team, performs fit and gap analysis for problem solving in whole target area, and has responsibility for utilization and the whole phases of relevant development, as a person responsible for utilization and development team in installation and utilization with application package, and design, development, construction, installation, testing and maintenance of application package. Has experience and performance of achieving project success in utilization and installation of application to satisfy optimum quality for customer's environment (functionality, recoverability, and convenience, etc.) and design, development, and installation of relevant application three times or more (At least one project must meet the complexity and size of Level 6, others can be of the Level 5 or more)

●Complexity

Has experience and performance of achieving success in application development projects utilizing application packages with two or more of following complexity criteria.

□A wide-range of stakeholders related to installation and utilization of application packages and requiring adjustment (more than five operation areas)

□Various complex business requirements and some special business requirements

□New package or not widely used package

□Multiple existing systems and many interfaces (more than five interfaces)

□Coexistence of multiple system forms (transaction processing, client server, Web etc.)

□Mission critical system with high quality

□A system that is industry-leading, inter-industry, or one of domestic top scales.

□Applications of multi-platforms

□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery

□Large degree of change for operation form required in limited time frame

●Size

Has experience and performance of achieving success in application development projects with either one of the following size

□Utilization, installation and development team with 35 or more persons during peak periods

□Utilization, installation and development team with four or more of above complexity criteria, and with 10 or more but less than 35 persons during peak periods

[Professional Contribution]

-Has the high specialty in either one or more of the following major themes sufficient to guide others and contributes to the industry

□Technical components in installation and utilization of application packages and relevant application development area (tools, standards, methodology, and etc.)

□Assessment of cost, schedule and risk for installation and utilization with application packages and relevant application parts

-Has achievement in four items or more of following expertise succession.

□Activities in professional community such as academic society and committee

□Publication of a book

□Publication of a paper outside the company

□Publication of a paper within the company

□Instructor outside the company

□Instructor within the company

□Filing of a patent application

-Develops subordinates (by mentoring, coaching, and etc.)

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Key Performance Indicator: Application Specialist

Specialty Field	Application Package	Level 5

[Business Contribution]

●Responsibilities

Leads development team, performs fit and gap analysis for problem solving in whole target area, and has responsibility for utilization and the whole phases of relevant development, as a person responsible for utilization and development team in installation and utilization with application package, and design, development, construction, installation, testing and maintenance of application package. Has experience and performance of achieving project success in utilization and installation of application to satisfy optimum quality for customer's environment (functionality, recoverability, and convenience, and etc.) and design, development, and installation of relevant application three times or more (at least one project must meet the complexity and size of Level 5, others can be of the Level 4 or more)

●Complexity

Has experience and performance of achieving success in application development projects utilizing application packages with two or more of following complexity criteria.

□A wide-range of stakeholders related to installation and utilization of application packages and requiring adjustment (more than five operation areas)

□Various complex business requirements and some special business requirements

□Multiple existing systems and many interfaces (more than five interfaces)

□Mission critical system with high quality

□Applications of multi-platforms

□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery

□Large degree of change for operation form required in limited time frame

□New package or not widely used package

□Coexistence of multiple system forms (transaction processing, client server, Web etc.)

□A system that is industry-leading, inter-industry, or one of domestic top scales.

●Size

Has experience and performance of achieving success in application development projects using application package with either one of the following size

□Utilization, installation and development team with 10 or more but less than 35 persons during peak periods

□Utilization, installation and development team with four or more of above complexity criteria, and with 3 or more persons during peak periods

[Professional Contribution]

-Has the high specialty of the following major themes sufficient enough to guide others and contributes to the company

□Management of cost, schedule and risk for installation and utilization with application packages and relevant application parts

-Has achievement in three items or more of following expertise succession.

□Professional community activity such as academic society and committee □Publication of a book □Publication of a paper outside the company

□Publication of a paper within the company □Instructor outside the company □Instructor within the company □Filing of a patent application

-Develops subordinates (by mentoring, coaching, etc.)

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Key Performance Indicator: Application Specialist

Specialty Field	Application Package	Level 4

[Business Contribution]

●Responsibilities

Performs fit and gap analysis for operational problem solving in assigned area, and has responsibility for deliverables of assigned utilization and installation and relevant application in the whole phases of utilization and development, as a leader of development team for utilization and installation with application package, and design, development, construction, installation, testing and maintenance of relevant application. Has experience and performance of achieving project success two times or more (At least one project must meet the complexity and size of Level 4, others can be of the Level 3 or more)

●Complexity

Has experience and performance of achieving success in application development projects using application packages with two or more of following complexity criteria.

□A wide-range of stakeholders related to installation and utilization of application packages and requiring adjustment (more than five operation areas)

□Various complex business requirements and some special business requirements

□New package or not widely used package

□Multiple existing systems and many interfaces (more than five interfaces)

□Coexistence of multiple system forms (transaction processing, client server, Web etc.)

□Mission critical system with high quality

□A system that is industry-leading, inter-industry, or one of domestic top scales.

□Applications of multi-platforms

□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery

□Large degree of change for operation form required in limited time frame

●Size

Has experience and performance of achieving success in application development projects using application package with the following size

□Utilization, installation and development team with 3 or more persons during peak periods

[Professional Contribution]

-Has the high specialty of the following major themes sufficient to guide subordinates

□Management of cost, schedule and risk for installation and utilization with application packages and relevant application parts

-Has achievement in one or more items of following expertise succession.

□Professional community activities such as academic society and committee

□Publication of a book

□Publication of a paper outside the company

□Publication of a paper within the company

□Invited to speak outside the company

□Instructor within the company

□Filing of a patent application

-Develops subordinates (by mentoring, coaching, and etc.)

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Key Performance Indicator: Application Specialist

Specialty Field	Application Package	Level 3

[Business Contribution]

●Responsibilities

Has responsibility for implementing the assigned deliverables in utilization and installation with application package, and design, development, construction, installation, testing and maintenance of relevant application, under the existing work standards or guidance, as a member of utilization and development team. Has experience of participating in a project once or more. (Projects must meet the complexity and size of Level 3)

●Complexity

Has performance of participating in application development projects utilizing application packages with two or more of following complexity criteria.

□A wide-range of stakeholders related to installation and utilization of application packages and requiring adjustment (more than five operation areas)

□Various complex business requirements and some special business requirements

□Multiple existing systems and many interfaces (more than five interfaces)

□Mission critical system with high quality

□Applications of multi-platforms

□24 hours a day and 365 days continuous operation and high-level design required for change, maintenance, and failure recovery

□Large degree of change for transformation required in limited time frame

□New package or not widely used package

□Coexistence of multiple system forms (transaction processing, client server, Web etc.)

□A system that is industry-leading, inter-industry, or one of domestic top scales.

●Size

Has experience of participating in project of utilization and installation with application package and development of relevant application regardless of size.

[Professional Contribution]

-Has the specialty in following main theme to perform assigned task by him/her-self

□Utilization and installation with application package, and design, development , installation and customization of relevant application

〈Remarks〉

-By passing Applied ITEE (Information Technology Engineer Examination), individuals are regarded as attaining the minimum capability required in ITSS level 3.

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