Outline of Job Career and Key Performance Indicator

(7) *Application Specialist*

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Outline of Job Career

Application Specialist

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Outline of Application Specialist

Job career	Application Specialist	
Specialty Field	Application systems	Application packages
Level 7		
Level 6		
Level 5		
Level 4		
Level 3		
Level 2		
Level 1		

Description of Job Career

Performs development, construction, installation, testing and maintenance of application related to solving problems on business operation by utilizing specialized techniques on specific business application in the type of industry, general-purpose application, and application development. Has responsibility in constructed applications for quality (functionality, recoverability, and convenience, etc.).

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

- Development
  - Design of application component
  - Development of application component
- Operation and Maintenance
  - Operation of application component
  - Maintenance of application component

This job career category is classified into the following specialty fields.

●Application systems

Performs design, development, and installation of business operation by analyzing of user requirements on business operation.

●Application packages

Performs customization, function additions, installation and maintenance of business application packages by analyzing user requirements on business operation.

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Key Performance Indicator

Application Specialist

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Key Performance Indicator : Application Specialist

Specialty Field	Application systems	Level 6

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application, acts as a responsible person of development team in charge of all phases of business application development by leading development team. Has experience in achieving successful results in design, development, and installation of application that satisfies and meets optimum quality for customers environment (functionality, recoverability, and convenience, etc.) three times or more (at least one experience must meet complexity and size of Level 6 or equivalent, and others can be of Level 5).

●Complexity

Has experience in achieving successful results in the completion of application development project that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements
□Leading-edge and not widely used technology
□Coexistence of more than one system form (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 in the cross platform
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Large degree of transformation required in limited time frame

●Size

Has experience in achieving successful results in the complication of application development project that meets either one of the following size.

□Development team with 50 persons or more during peak periods.
□In case of the project that meets four or more complexity criteria (above), from 10 but less than 50 persons during peak periods in the development team.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the industry.

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

-Has recognized accomplishments four items or more in the area of technology 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

-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)

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Key Performance Indicator : Application Specialist

Specialty Field	Application systems	Level 5

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application, acts as a responsible person of development team in charge of all phases of business application development by leading development team. Has experience in achieving successful results in design, development, and installation of application that satisfies and meets optimum quality for customers environment (functionality, recoverability, and convenience, etc.) three times or more (at least one experience must meet complexity and size of Level 5 or equivalent, and others can be of Level 4).

●Complexity

Has experience in achieving successful results in the completion of application development project that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements
□Leading-edge and not widely used technology
□Coexistence of more than one system form (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 in the cross platform
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Large degree of transformation required in limited time frame

●Size

Has experience in achieving successful results in the complication of application development project that meets either one of the following size.

□Development team from 10 but less than 50 persons during peak periods.
□In case of the project that meets four or more complexity criteria (above), with 3 persons or more during peak periods in the development team.

[Contribution to professional society]

-Holds the high specialty of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the company.
□Management of cost, schedule, and risk of application parts
-Has recognized accomplishments three items or more in the area of technology 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
-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)

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Key Performance Indicator : Application Specialist

Specialty Field	Application systems	Level 4

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application, acts as a leader of development team in charge of deliverables of assigned application in all phases of business application development. Has experience in achieving successful results in project two times or more (at least one project must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).

●Complexity

Has experience in achieving successful results in the completion of application development project that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements
□Leading-edge and not widely used technology
□Coexistence of more than one system form (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 in the cross platform
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Large degree of transformation required in limited time frame

●Size

Has experience in achieving successful results in the complication of application development project that meets the following size.

□Development team with 3 persons or more during peak periods.

[Contribution to professional society]

-Holds the high specialty of the following major themes of this Specialty Field and guides subordinates.

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

-Has recognized accomplishments one item or more in the area of technology 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

-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)

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Key Performance Indicator : Application Specialist

Specialty Field	Application systems	Level 3

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application, with the existing work standards or guidance, acts as a member of development team in charge of deliverables of assigned work. Has experience in participating in a project once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in participating in the completion of application development project that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements

□Leading-edge and not widely used technology

□Coexistence of more than one system form (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 in the cross platform

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

□Large degree of transformation required in limited time frame

●Size

Has experience in participating in application development project regardless of its size.

[Contribution to professional society]

-Holds the specialty of the following major themes of this Specialty Field and practices by him/herself.

□Design, development, installation, and operation of application

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Key Performance Indicator : Application Specialist

Specialty Field	Application packages	Level 6

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application utilizing business application package, acts as a responsible person of development team in charge of all phases of business application development by leading development team. Has experience in achieving successful results in design, development, and installation of application that satisfies and meets optimum quality for customers environment (functionality, recoverability, and convenience, etc.) three times or more (at least one experience must meet complexity and size of Level 6 or equivalent, and others can be of Level 5).

●Complexity

Has experience in achieving successful results in the completion of application development project utilizing business package that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements
□Leading-edge and not widely used package
□Coexistence of more than one system form (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 in the cross platform
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Large degree of transformation required in limited time frame

●Size

Has experience in achieving successful results in the complication of application development project utilizing business package that meets either one of the following size.

□Development team with 50 persons or more during peak periods.
□In case of the project that meets four or more complexity criteria (above), from 10 but less than 50 persons during peak periods in the development team.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the industry.
□Holds an advanced specialty in all technical components (tools, standards, methodology, etc.) in the application development area, utilizing business application package
□Assesses application parts (cost, schedule, and risk.) utilizing business application package
-Has recognized accomplishments four items or more in the area of technology 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
-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)

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Key Performance Indicator : Application Specialist

Specialty Field	Application packages	Level 5

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application utilizing business application package, acts as a responsible person of development team in charge of all phases of business application development by leading development team. Has experience in achieving successful results in design, development, and installation of application that satisfies and meets optimum quality for customers environment (functionality, recoverability, and convenience, etc.) three times or more (at least one experience must meet complexity and size of Level 5 or equivalent, and others can be of Level 4).

●Complexity

Has experience in achieving successful results in the completion of application development project utilizing business package that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements
□Leading-edge and not widely used package
□Coexistence of more than one system form (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 in the cross platform
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Large degree of transformation required in limited time frame

●Size

Has experience in achieving successful results in the complication of application development project utilizing business package that meets either one of the following size.

□Development team from 10 but less than 50 persons during peak periods.
□In case of the project that meets four or more complexity criteria (above), with 3 persons or more during peak periods in the development team.

[Contribution to professional society]

-Holds the high specialty of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the company.
□Manages application parts (cost, schedule, and risk.) utilizing business application package
-Has recognized accomplishments three items or more in the area of technology 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
-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)

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Key Performance Indicator : Application Specialist

Specialty Field	Application packages	Level 4

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application utilizing business application package, acts as a leader of development team in charge of deliverables of assigned application in all phases of business application development. Has experience in achieving successful results in project two times or more (at least one project must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).

●Complexity

Has experience in achieving successful results in the completion of application development project utilizing business package that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements
□Leading-edge and not widely used package
□Coexistence of more than one system form (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 in the cross platform
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Large degree of transformation required in limited time frame

●Size

Has experience in achieving successful results in the complication of application development project utilizing business package that meets the following size.

□Development team with 3 persons or more during peak periods.

[Contribution to professional society]

-Holds the high specialty of the following major themes of this Specialty Field and guides subordinates.

□Manages application parts (cost, schedule, and risk.) utilizing business application package

-Has recognized accomplishments one item or more in the area of technology 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

-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)

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Key Performance Indicator : Application Specialist

Specialty Field	Application packages	Level 3

[Contribution to business]

●Responsibilities

In phases of design, development, construction, installation, testing and maintenance of application utilizing business application package, with the existing work standards or guidance, acts as a member of development team in charge of deliverables of assigned work. Has experience in participating in a project once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in participating in the completion of application development project utilizing business package that meets two or more of the following complexity criteria.

□Various complex business requirements and some special business requirements

□Leading-edge and not widely used package

□Coexistence of more than one system form (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 in the cross platform

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

□Large degree of transformation required in limited time frame

●Size

Has experience in participating in application development project utilizing business package regardless of its size.

[Contribution to professional society]

-Holds the specialty of the following major themes of this Specialty Field and practices by him/herself.

□Customizes design, development, and installation of application utilizing business application package

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Key Performance Indicator : Application Specialist

Specialty Field	Common to Application Specialist	Level 2

[Contribution to business]

●Responsibilities

Acts as a member of development team under instruction of a higher-level specialist in the same job carrier category, or the existing work standards or guidance. Has experience in participating in a series of phases of design, development and installation once or more (equivalent to complexity and size of Level 2).

●Complexity

Has experience in participating in an application development project or application development project utilizing business package that meets some of the following complexity criteria.

□Limited system target area and functions and simple business requirements
□Single platform
□Single system form (transaction processing, client server, Web, etc.)
□Use of technology known and widely used

●Size

Has experience in participating in application development project or application development project utilizing business package regardless of its size.

[Contribution to professional society]

-Has basic knowledge and experience of the following major themes of this Specialty Field.

□Database modeling and database design
□Main development techniques
□Performance tuning
□Test techniques
□Various tools (AD tool or library management tool)
□Programming languages

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Key Performance Indicator : Application Specialist

Specialty Field	Common to Application Specialist	Level 1

[Contribution to business]

●Responsibilities

Acts as a member of development team under instruction of a higher-level specialist in the same job carrier category, or the existing work standards or guidance. Has experience in participating in either of phases of development and installation once or more (equivalent to complexity and size of Level 1).

●Complexity

Has experience in participating in an application development project or application development project utilizing business package regardless of the complexity.

●Size

Has experience in participating in application development project or application development project utilizing business package regardless of its size.

[Contribution to professional society]

-Has basic knowledge and experience of the following major themes of this Specialty Field.

□Main development techniques

□Test techniques

□Various tools (AD tool or library management tool)

□Programming languages

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