Outline of Job Career and Key Performance Indicator

(6) IT Specialist

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Outline of Job Career

IT Specialist

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Outline of IT Specialist

Job career	IT Specialist					
Specialty Field	Platform	System management	Database	Network	Distributed computing	Security
Level 7						
Level 6						
Level 5						
Level 4						
Level 3						
Level 2						
Level 1						

Description of Job career

Performs design, construction, and installation of system infrastructure most suitable to customer's environment, by utilization of hardware and software on professional knowledge. Has responsibility in non-functional requirements of constructed system infrastructure (performance, recoverability, and availability, etc.). In the IT investment phases, Development (component design (system), Solution construction (development/implementation)), Operation and maintenance (Solution operation (system), Solution maintenance (system)) are the main activity areas. Performs the following:

- Development
  - Design of system components
  - Installation and construction of systems
- Operation and maintenance
  - System operation
  - System maintenance

This job career category is classified into the following Specialty Fields.

●Platform

Performs design, construction, and installation of the system platform used as solution infrastructure. Where "platform" is operating the system and related system software and middleware, and it is also the presupposed system infrastructure for application development.

●System Management

Performs design, construction, and installation of system operation and management including hardware and software applications.

●Database

Performs design, construction, and installation of database, such as physical or logical design and recovery management etc.

●Network

Performs design, construction, and installation of network such as components, network, capacity, and failure recovery method.

●Distributed computing

Performs design, construction, and installation of component layers and functions of distributed computing system.

●Security

Performs design, construction, and installation of components, etc, used for the security,
and security functions needed in a company or between companies.

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Key Performance Indicator

IT Specialist

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Key Performance Indicator : IT Specialist

Specialty Field	Platform	Level 6

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of platform design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on platform (performance, recoverability, and availability, 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). Has experience, as an IT specialist, in participating in proposing a project of the same level, and achieving successful result in the completion of the project.

●Complexity

Has experience in achieving successful results in the completion of platform design and construction that meets two or more of the following complexity criteria.

□Wide and complex system target area and functions □Leading-edge and not widely used platform

□Database linkage across multiple platforms □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 50 persons or more during peak periods.

□In case of the project that meets four or more complexity criteria (above), with 10 persons or more during peak periods.

[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.

□Design of platform system □Subsystem design and installation □Performance management □Capacity management

□Installation and migration plan setup and execution □Problem management □Change management □Recovery management □Resource management

-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 : IT Specialist

Specialty Field	Platform	Level 5

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of platform design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on platform (performance, recoverability, and availability, 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 platform design and construction that meets two or more of the following complexity criteria.

□Wide and complex system target area and functions □Leading-edge and not widely used platform

□Database linkage across multiple platforms □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project from 10 but less than 50 persons during peak periods.

□In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods.

[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 company.

□Design of platform system □Subsystem design and installation □Performance management □Capacity management

□Installation and migration plan setup and execution □Problem management □Change management □Recovery management □Resource management

-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 : IT Specialist

Specialty Field	Platform	Level 4

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a leader of technical team in charge of platform design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on platform (performance, recoverability, and availability, etc.) two times or more (at least one experience 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 platform design and construction that meets two or more of the following complexity criteria.

□Wide and complex system target area and functions □Leading-edge and not widely used platform

□Database linkage across multiple platforms □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Has experience in achieving successful results in the completion of project that meets the following size.

□Project with less than 10 persons during peak periods.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.

□Design of platform system □Subsystem design and installation □Performance management □Capacity management

□Installation and migration plan setup and execution □Problem management □Change management □Recovery management □Resource management

-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 : IT Specialist

Specialty Field	Platform	Level 3

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of platform design and construction. Has experience in achieving successful results in the completion of customers' requirements on platform (performance, recoverability, and availability, etc.) once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in achieving results in platform design and construction that meets two or more of the following complexity criteria.

□Wide and complex system target area and functions □Leading-edge and not widely used platform

□Database linkage across multiple platforms □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Not specified.

[Contribution to professional society]

-Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.

□Design of platform system □Subsystem design and installation □Performance management □Capacity management

□Installation and migration plan setup and execution □Problem management □Change management □Recovery management □Resource management

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Key Performance Indicator : IT Specialist

Specialty Field	System management	Level 6

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of system administration design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on system administration (performance, recoverability, and availability, 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). Has experience, as an IT specialist, in participating in proposing a project of the same level, and achieving successful result in the completion of the project.

●Complexity

Has experience in achieving successful results in the completion of system administration design and construction that meets two or more of the following complexity criteria.

□Complex characteristics in operation method, processing logic, timing, and file integrity, etc □Use of packages without effective support expected due to the poor support activities

□Coexistence of new and old architecture because of using products that inherited the old architecture

□Database linkage across multiple platforms □Very large volume of data which needs high-level technology to accommodate

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 50 persons or more during peak periods.

□In case of the project that meets four or more complexity criteria (above), with 10 persons or more during peak periods.

[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.

□System management methodology □Change management □Performance management □Capacity management □Problem management □Availability management

□Monitoring tools □Service level management □Library management □Composition management □Security management □Network management

-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 : IT Specialist

Specialty Field	System management	Level 5

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of system administration design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on system administration (performance, recoverability, and availability, 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 system administration design and construction that meets two or more of the following complexity criteria.

□Complex characteristics in operation method, processing logic, timing, and file integrity, etc

□Use of packages without effective support expected due to the poor support activities

□Coexistence of new and old architecture because of using products that inherited the old architecture

□Database linkage across multiple platforms □Very large volume of data which needs high-level technology to accommodate

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 10 persons or more during peak periods.

□In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods.

[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 company.

□System management methodology □Change management □Performance management □Capacity management □Problem management □Availability management

□Monitoring tools □Service level management □Library management □Composition management □Security management □Network management

-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 : IT Specialist

Specialty Field	System management	Level 4

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a leader of technical team in charge of system administration design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on system administration (performance, recoverability, and availability, etc.) two times or more (at least one experience 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 system administration design and construction that meets two or more of the following complexity criteria.

□Complex characteristics in operation method, processing logic, timing, and file integrity, etc

□Use of packages without effective support expected due to the poor support activities

□Coexistence of new and old architecture because of using products that inherited the old architecture

□Database linkage across multiple platforms □Very large volume of data which needs high-level technology to accommodate

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Has experience in achieving successful results in the completion of project that meets the following size.

□Project with less than 10 persons during peak periods.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.

□System management methodology □Change management □Performance management □Capacity management □Problem management □Availability management

□Monitoring tools □Service level management □Library management □Composition management □Security management □Network management

-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 : IT Specialist

Specialty Field	System management	Level 3

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of system administration design and construction. Has experience in achieving successful results in the completion of customers' requirements on system administration (performance, recoverability, and availability, etc.) once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in achieving successful results in the completion of system administration design and construction that meets two or more of the following complexity criteria.

□Complex characteristics in operation method, processing logic, timing, and file integrity, etc
□Use of packages without effective support expected due to the poor support activities
□Coexistence of new and old architecture because of using products that inherited the old architecture
□Database linkage across multiple platforms □Very large volume of data which needs high-level technology to accommodate
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Not specified.

[Contribution to professional society]

-Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.

□System management methodology □Change management □Performance management □Capacity management □Problem management □Availability management
□Monitoring tools □Service level management □Library management □Composition management □Security management □Network management

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Key Performance Indicator : IT Specialist

Specialty Field	Database	Level 6

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of database design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on database (performance, recoverability, and availability, 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). Has experience, as an IT specialist, in participating in proposing a project of the same level, and achieving successful result in the completion of the project.

●Complexity

Has experience in achieving results in the completion of database design and construction that meets two or more of the following complexity criteria.

□Very large volume of data and complex database structure □Complex integrity preservation method and complex process timing of the database and file
□Leading-edge and not widely used database products □Database linkage across multiple platforms
□Mission critical system with high quality
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 50 persons or more during peak periods.
□In case of the project that meets four or more complexity criteria (above), with 10 persons or more during peak periods.

[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.

□Database design □Test plan preparation/execution □Quality evaluation
□Performance management □Capacity management □Fault tolerant design

-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 : IT Specialist

Specialty Field	Database	Level 5

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of database design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on database (performance, recoverability, and availability, 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 results in the completion of database design and construction that meets two or more of the following complexity criteria.

□Very large volume of data and complex database structure □Complex integrity preservation method and complex process timing of the database and file
□Leading-edge and not widely used database products □Database linkage across multiple platforms
□Mission critical system with high quality
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 10 persons or more during peak periods.
□In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods.

[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 company.

□Database design □Test plan preparation/execution □Quality evaluation
□Performance management □Capacity management □Fault tolerant design

-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 : IT Specialist

Specialty Field	Database	Level 4

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a leader of technical team in charge of database design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on database (performance, recoverability, and availability, etc.) two times or more (at least one experience must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).

●Complexity

Has experience in achieving results in the completion of database design and construction that meets two or more of the following complexity criteria.

□Very large volume of data and complex database structure □Complex integrity preservation method and complex process timing of the database and file
□Leading-edge and not widely used database products □Database linkage across multiple platforms
□Mission critical system with high quality
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Has experience in achieving successful results in the completion of project that meets the following size.

□Project with less than 10 persons during peak periods.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.

□Database design □Test plan preparation/execution □Quality evaluation
□Performance management □Capacity management □Fault tolerant design

-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 : IT Specialist

Specialty Field	Database	Level 3

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of database design and construction. Has experience in achieving successful results in the completion of customers' requirements on database (performance, recoverability, and availability, etc.) once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in achieving results in the completion of database design and construction that meets two or more of the following complexity criteria.

□Very large volume of data and complex database structure
□Complex integrity preservation method and complex process timing of the database and file
□Leading-edge and not widely used database products
□Database linkage across multiple platforms
□Mission critical system with high quality
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Not specified.

[Contribution to professional society]

-Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.

□Database design
□Test plan preparation/execution
□Quality evaluation
□Performance management
□Capacity management
□Fault tolerant design

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Key Performance Indicator : IT Specialist

Specialty Field	Network	Level 6

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of network design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on network system (performance, recoverability, and availability, 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). Has experience, as an IT specialist, in participating in proposing a project of the same level, and achieving successful result in the completion of the project.

●Complexity

Has experience in achieving successful results in the completion of network design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Leading-edge and not widely used network products

□High quality of load distribution and security reservation □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Has experience in achieving successful results in the completion of project that meets either one of the following size (Remarks: number of nodes does not include clients and Hubs).

□Large-scale network project with 300 nodes or more.

□In case of the project that meets four or more complexity criteria (above), from 100 nodes but less than 300 nodes in the medium-scale network project.

[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.

□Network design □Network management □Availability management

□Network security □Network system management □Network component management □Network protocols

-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 : IT Specialist

Specialty Field	Network	Level 5

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of network design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on network system (performance, recoverability, and availability, 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 network design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Leading-edge and not widely used network products

□High quality of load distribution and security reservation □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Has experience in achieving successful results in the completion of project that meets either one of the following size (Remarks: number of nodes does not include clients and Hubs).

□Medium-scale network project from 100 but less than 300 nodes.

□In case of the project that meets four or more complexity criteria (above), with less than 100 nodes in the small-scale network project.

[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 company.

□Network design □Network management □Availability management

□Network security □Network system management □Network component management □Network protocols

-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 : IT Specialist

Specialty Field	Network	Level 4

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a leader of technical team in charge of network design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on network system (performance, recoverability, and availability, etc.) two times or more (at least one experience 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 network design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Leading-edge and not widely used network products

□High quality of load distribution and security reservation □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Has experience in achieving successful results in the completion of project that meets the following size (Remarks: number of nodes does not include clients and Hubs).

□Small-scale network project with less than 100 nodes.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.

□Network design □Network management □Availability management

□Network security □Network system management □Network component management □Network protocols

-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 : IT Specialist

Specialty Field	Network	Level 3

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of network design and construction. Has experience in achieving successful results in the completion of customers' requirements on network system (performance, recoverability, and availability, etc.) once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in achieving successful results in the completion of network design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Leading-edge and not widely used network products

□High quality of load distribution and security reservation □Mission critical system with high quality

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

□Very large volume of data which needs high-level technology to accommodate

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Not specified.

[Contribution to professional society]

-Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.

□Network design □Network management □Availability management

□Network security □Network system management □Network component management □Network protocols

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Key Performance Indicator : IT Specialist

Specialty Field	Distributed computing	Level 6

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of distributed computing system design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on distributed computing system (performance, recoverability, and availability, 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). Has experience, as an IT specialist, in participating in proposing a project of the same level, and achieving successful result in the completion of the project.

●Complexity

Has experience in achieving results in the completion of network design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Very large volume of data which needs high-level technology to accommodate

□Complex characteristics in operation method, processing logic, timing, and file integrity, etc

□Coexistence of new and old architecture because of using products that inherited the old architecture □Mission critical system with high quality

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 50 persons or more during peak periods.

□In case of the project that meets four or more complexity criteria (above), with 10 persons or more during peak periods.

[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.

□Network construction □Internet solutions □Design of Distributed computing

□Data security □Database design □Design of end-user interface

-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 : IT Specialist

Specialty Field	Distributed computing	Level 5

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of distributed computing system design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on distributed computing system (performance, recoverability, and availability, 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 distributed computing design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Very large volume of data which needs high-level technology to accommodate
□Complex characteristics in operation method, processing logic, timing, and file integrity, etc
□Coexistence of new and old architecture because of using products that inherited the old architecture □Mission critical system with high quality
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 10 persons or more during peak periods.
□In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods.

[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 company.

□Network construction □Internet solutions □Design of Distributed computing
□Data security □Database design □Design of end-user interface

-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 : IT Specialist

Specialty Field	Distributed computing	Level 4

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a leader of technical team in charge of distributed computing system design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on distributed computing system (performance, recoverability, and availability, etc.) two times or more (at least one experience must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).

●Complexity

Has experience in achieving results in the completion of network design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Very large volume of data which needs high-level technology to accommodate

□Complex characteristics in operation method, processing logic, timing, and file integrity, etc

□Coexistence of new and old architecture because of using products that inherited the old architecture □Mission critical system with high quality

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with less than 10 persons during peak periods.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.

□Network construction □Internet solutions □Design of Distributed computing

□Data security □Database design □Network protocols □Design of end-user interface

□Object-Oriented technology

-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 : IT Specialist

Specialty Field	Distributed computing	Level 3

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of distributed computing system design and construction. Has experience in achieving successful results in the completion of customers' requirements on distributed computing system (performance, recoverability, and availability, etc.) once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in achieving successful results in the completion of distributed computing design and construction that meets two or more of the following complexity criteria.

□Large number of installation sites and complex network structure □Very large volume of data which needs high-level technology to accommodate
□Complex characteristics in operation method, processing logic, timing, and file integrity, etc
□Coexistence of new and old architecture because of using products that inherited the old architecture □Mission critical system with high quality
□24 hours a day and 365 days continuous operation which needs high-level design for change, maintenance, and recovery from failure
□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Not specified.

[Contribution to professional society]

-Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.

□Network construction □Internet solutions □Design of Distributed computing
□Data security □Database design □Design of end-user interface

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Key Performance Indicator : IT Specialist

Specialty Field	Security	Level 6

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of security design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on security (performance, recoverability, and availability, 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). Has experience, as an IT specialist, in participating in proposing a project of the same level, and achieving successful result in the completion of the project.

●Complexity

Has experience in achieving results in the completion of security design and construction that meets two or more of the following complexity criteria.

□High risk of being exposed to threats from internet

□Complex and high-level access control requirements □Complex and high-level physical security requirements

□High-level privacy requirements □High-level security requirements

□The system which security weakness inflicts great damage on a company

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 50 persons or more during peak periods.

□In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods.

[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.

□WEB applications □Data security □Network security □Security management

-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 : IT Specialist

Specialty Field	Security	Level 5

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a responsible person of technical team in charge of security design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on security (performance, recoverability, and availability, 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 results in the completion of security design and construction that meets two or more of the following complexity criteria.

□High risk of being exposed to threats from internet

□Complex and high-level access control requirements □Complex and high-level physical security requirements

□High-level privacy requirements □High-level security requirements

□The system which security weakness inflicts great damage on a company

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

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

□Project with 10 persons or more during peak periods.

□In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods.

[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 company.

□WEB applications □Data security

□Network security □Security management

-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 : IT Specialist

Specialty Field	Security	Level 4

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a leader of technical team in charge of security design and construction, by leading other IT specialists. Has experience in achieving successful results in the completion of customers' requirements on security (performance, recoverability, and availability, etc.) two times or more (at least one experience must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).

●Complexity

Has experience in achieving results in the completion of security design and construction that meets two or more of the following complexity criteria.

□High risk of being exposed to threats from internet

□Complex and high-level access control requirements □Complex and high-level physical security requirements

□High-level privacy requirements □High-level security requirements

□The system which security weakness inflicts great damage on a company

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Has experience in achieving successful results in the completion of project that meets the following size.

□Project with less than 10 persons during peak periods.

[Contribution to professional society]

-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.

□WEB applications □Data security

□Network security □Security management

-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 : IT Specialist

Specialty Field	Security	Level 3

[Contribution to business]

●Responsibilities

In phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of security design and construction. Has experience in achieving successful results in the completion of customers' requirements on security (performance, recoverability, and availability, etc.) once or more (equivalent to complexity and size of Level 3).

●Complexity

Has experience in achieving results in the completion of security design and construction that meets two or more of the following complexity criteria.

□High risk of being exposed to threats from internet

□Complex and high-level access control requirements □Complex and high-level physical security requirements

□High-level privacy requirements □High-level security requirements

□The system which security weakness inflicts great damage on a company

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

□Complex project structure (subcontractors, complicated cooperative business relationship, and several related divisions) and very difficult to make arrangements

●Size

Not specified.

[Contribution to professional society]

-Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.

□WEB applications □Data security

□Network security □Security management

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Key Performance Indicator : IT Specialist

Specialty Field	Common to IT Specialist	Level 2

[Contribution to business]

●Responsibilities

In a series of phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of platform design and construction, under guidance of a higher-level specialist in the same job career category. Has experience in achieving successful results once or more (equivalent to complexity and size of Level 2).

●Complexity

Has experience in participating in a low-difficulty project that meets some of the following complexity criteria.

□Limited and simple system target area and functions

□Use of technology known and widely used

□Limited use of multi-vendor's products

●Size

Not specified.

[Contribution to professional society]

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

□Design of platform system □Subsystem design and installation □Performance management □Capacity management

□Installation and migration plan setup and execution □Problem management □Change management □Recovery management □Resource management

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Key Performance Indicator : IT Specialist

Specialty Field	Common to IT Specialist	Level 1

[Contribution to business]

●Responsibilities

In either one of phases of solution design, development, operation, and maintenance of project, acts as a member of technical team in charge of design or construction, under guidance of a higher-level specialist in the same job career category. Has experience in participating in a project and achieving results once or more (equivalent to complexity and size of Level 1).

●Complexity

Has experience in participating in a low-difficulty project that meets some of the following complexity criteria.

□Limited and simple system target area and functions

□Use of technology known and widely used

□Limited use of multi-vendor's products

●Size

Not specified.

[Contribution to professional society]

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

□Design of platform system □Subsystem design and installation □Performance management □Capacity management

□Installation and migration plan setup and execution □Problem management □Change management □Recovery management □Resource management

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