Cornell University Staff Compensation Program
Generic Job Profile Summaries

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Cornell University
Division of Human Resources

Information Technology Job Family: User Interface/User Experience Progression

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. *A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA*

May use programming languages such as, but not limited to: ASP/.NET, PHP, JavaScript, DHTML, Perl, SQL, MySQL, XML, XSL, AJAX, ColdFusion, C#, Java

GENERIC JOB PROFILE SUMMARIES

User Interface/User Experience II INDIVIDUAL CONTRIBUTOR	User Interface/User Experience III INDIVIDUAL CONTRIBUTOR	User Interface/User Experience IV INDIVIDUAL CONTRIBUTOR
May meet with project stakeholders to determine needs and objectives; adhere to project scope and timeline.	Meet with project stakeholders to determine needs and objectives; develop scope and project timeline.	Meet with project stakeholders to determine needs and objectives; develop scope and project timeline; may be project lead.
May assist in planning, implementing, tracking and/or reporting on low to moderately complex projects.	Creates and implements project specifications/plans for projects with straightforward inter-dependency with other systems and/or projects.	Creates and implements project specifications/plans for projects with significant inter-dependency with other systems and/or projects.
Collaborate with project team members including project manager, subject matter experts, other developers and quality assurance specialists.	Collaborate with project team members including project manager, subject matter experts, other developers and quality assurance specialists.	Collaborate and coordinate with project team members including project manager, subject matter experts, other developers and quality assurance specialists.
Designs, codes, tests, debugs, documents programs or systems of low to moderate complexity.	Designs, codes, tests, debugs, documents and maintains programs or systems of moderate complexity; develop enhancements that enable a positive end-user experience	Designs, codes, tests, debugs, documents and maintains highly complex programs or systems; develop enhancements that enable a positive end-user experience
Create HTML/CSS based static pages for implementing final pages to be used in templates; may develop templates in content management systems and web applications.	Create HTML/CSS based static pages for implementing final pages to be used in templates; develop templates in content management systems and web applications.	Develop templates in content management systems and web applications.

User Interface/User Experience II INDIVIDUAL CONTRIBUTOR	User Interface/User Experience III INDIVIDUAL CONTRIBUTOR	User Interface/User Experience IV INDIVIDUAL CONTRIBUTOR
May develop templates in content management systems.	Develop templates in content management systems.	Develop templates in content management systems.
Modifies web application programs from detailed specifications	Modifies moderately complex web application programs from detailed specifications	Modifies complex web application programs from specifications
Review code written by peers to ensure that it is valid, is properly structured, meets project standards and is compatible with browsers, devices, or operating systems	Evaluate code to ensure that it is valid, is properly structured, meets industry standards and is compatible with browsers, devices, or operating systems	Evaluate code to ensure that it is valid, is properly structured, meets industry standards and is compatible with browsers, devices, or operating systems
Validate test routines and schedules to ensure that test cases mimic external interfaces and support all client configurations.	May develop and validate test routines and schedules to ensure that test cases mimic external interfaces and support all client configurations.	Develop and validate test routines and schedules to ensure that test cases mimic external interfaces and support all client configurations.
Interview end users, domain experts, and clients to gather information for applications and/or site architecture and user interface design.	Interview end users, domain experts, and clients to gather information for applications and/or site architecture and user interface design.	Interview end users, domain experts, and clients to gather information for applications and/or site architecture and user interface design.
Assist with the design of site architectures and user interfaces.	Design and develop site architectures, designs and user interfaces.	Design and develop site architectures, designs and user interfaces.
Conduct usability testing on prototypes.	Conduct and analyze usability testing on prototypes; recommend and implement solutions.	Conduct and analyze usability testing on prototypes; recommend and implement solutions.
Amend web errors in a timely and accurate fashion and provide status reports where required	Analyze and amend web errors in a timely and accurate fashion and provide status reports where required	Analyze and amend web errors in a timely and accurate fashion and provide status reports where required
	Develop small scale database driven web application as needed.	Develop small to medium scale database driven web application as needed.
		May supervise others or direct the project management team.
	Partners with project manager for overall site organization, visual and artistic appeal.	Partners with project manager for overall site organization, visual and artistic appeal.
Ensure navigation and usability meet standards of presentation and user friendliness; ensure functionality on supported platforms.	Ensure navigation and usability meet standards of presentation and user friendliness; ensure functionality on supported platforms.	Ensure navigation and usability meet standards of presentation and user friendliness; ensure functionality on supported platforms.
Ensure the content is accessible to all users by complying with accessibility guidelines.	Ensure the content is accessible to all users by complying with accessibility guidelines.	

JOB FACTOR PROFILE TABLE

FACTOR PROFILE	11498 USER INTERFACE/USER EXPERIENCE II, BAND E	11499 USER INTERFACE/USER EXPERIENCE III, BAND F	11500 USER INTERFACE/USER EXPERIENCE IV, BAND G
MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY	Bachelor's degree and 2 to 4 years relevant experience or equivalent combination	Bachelor's degree and 5 to 7 years relevant experience or equivalent combination	Bachelor's degree and 5 to 7 years relevant experience or equivalent combination
IMPACT	Moderate impact	Moderate impact	Moderate impact
CONTACTS - INSIDE	Assist others Cooperation of task completion	Provide guidance to others Coordinate activities	Provide guidance to others Coordinate activities
CONTACTS - OUTSIDE	Provide/receive guidance, advice or information that must be analyzed and developed by the position	Provide information that exists within pre-established documents or programs	Provide/receive guidance, advice or information that must be analyzed and developed by the position
CONTACTS - STUDENTS	Limited contact	Frequent contact to provide information and instruction	Frequent contact to provide information and instruction

FACTOR PROFILE	11498 USER INTERFACE/USER EXPERIENCE II, BAND E	11499 USER INTERFACE/USER EXPERIENCE III, BAND F	11500 USER INTERFACE/USER EXPERIENCE IV, BAND G
SUPERVISION	Provides guidance, counsel, and information in specific support areas	Day-to-day supervision to employees within the dept	Provide supervisory direction to other supervisors
COMPLEXITY	Frequently adapt, combine, or make improvements to services, products, processes, & programs. Work requires reasoning skills and judgment	Frequently adapt, combine, or make improvements to services, products, processes, & programs. Work requires reasoning skills and judgment	Occasionally required to develop new innovative solutions, services, products, processes, & programs. Work requires sophisticated reasoning skills
LEVEL OF DECISION MAKING	Assist in and influence decisions concerning policy-setting, research, planning, or students	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students	Responsible for making decisions regarding policy-setting, research, planning, or students
FREEDOM OF ACTION	General supervision Some interpretation of established work policies and procedures is required	Very general supervision Interpretation of work policies and procedures, and, at times deviation from standard work practice	Very general supervision Interpretation of work policies and procedures, and, at times deviation from standard work practice
EFFECT OF DECISION MAKING	Directly effects multiple functional areas Limited effect on students and employees	Directly effects entire department Moderate effect on students and employees	Directly effects entire department Moderate effect on students and employees
WORKING CONDITIONS	Normal working conditions, including limited or no exposure to hazardous conditions/materials/ equipment. Safety gear may sometimes be required	Normal working conditions, including limited or no exposure to hazardous conditions/materials/ equipment. Safety gear may sometimes be required	Normal working conditions, including limited or no exposure to hazardous conditions/materials/ equipment. Safety gear may sometimes be required