

Market Range Detail - IT Security Analyst Senior/Lead

Effective Date

December 9, 2013

Market Range Title Description

This position is differentiated from the Data Security Analyst in that incumbents have the highest level of technical expertise and work under limited supervision on the most complex assignments that require considerable independent discretion and judgment. Incumbents may be responsible for training, supervising, and assigning work to a small number of positions, although this is not the primary function of this job. Absent extraordinary circumstances, a typical ratio of Associate/Journey level positions to Senior/Lead level positions is 3 to 1.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$32.01	\$41.61	\$51.21

Likely Minimum Qualifications

- Bachelor's degree in Computer Science or a related field
- At least 5 years of related experience
- Other combinations of education and experience may be considered in substitution for the minimum qualifications.

Working Titles

- Data Security Analyst - Lead
- Data Security Analyst - Senior

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.