



JOB DESCRIPTION: PLATFORM ANALYST

DEPARTMENT:	Information Technology	REPORTS TO:	Manager, Web Development
JOB CLASS:	Application Analyst	PAY GRADE:	38
EXEMPT STATUS:	Exempt	DATE:	08/28/2013

Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.

POSITION GENERAL SUMMARY:

The Platform Analyst works closely with business sponsors and end users to implement, support, and maintain FLVS core platforms, including but not limited to Salesforce and Workday. The Platform Analyst coordinates the overall system administration, executing the day-to-day configuration, support, maintenance, training and improvement of the core platforms and related systems. The Platform Analyst solves critical business problems and acts as a platform knowledge expert of evolving and new processes. Under general direction, the Platform Analyst analyzes requests for system changes and develops effective solutions that meet the needs of the business while balancing the development and implementation maintenance costs.

ESSENTIAL POSITION FUNCTIONS:

- Meet with business unit sponsors and end users to gather project requirements, and recommend appropriate platform solutions
- Provide set up and configuration of platform applications
- Execute solutions design activities such as data mapping, object modeling, page layout design and rule logic definition
- Maintain all organization wide platform settings including hierarchies, profiles, permission sets, user credentials, and naming conventions
- Create and maintain platform objects and applications utilizing “click to configure” functionality
- Execute the modification and/or configuration of FLVS platforms to resolve issues and plan for future growth
- Provide initial and ongoing training and support to business unit end users
- Educate end users and developers on new platform feature releases in order to maximize ROI
- Ensure platform data integrity by analyzing and monitoring system data and data threshold limits
- Analyze platform performance and take action to correct deficiencies
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrate respect for others
- All work responsibilities are subject to having performance goals and/or targets established

(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)

MINIMUM REQUIREMENTS:***Education/Licensure/Certification:***

- Bachelor's degree in Management Information Systems/Technology or related discipline; or equivalent combination of education and relevant experience
- Master's Degree in Computer Science/Information Systems, preferred
- Industry certifications in Salesforce, SharePoint, or Workday ,preferred

Experience:

- Three years' supporting, implementing, and administering Salesforce, Workday, or similar applications and software.
- Demonstrable hands-on experience in platform or application support processes
- Experience with set up, configuration, and support of specific business platforms and applications including Salesforce and Workday
- Understanding of Relational Database Management Systems (RDBMS), preferred
- Experience with SQL and SOQL, preferred
- Extensive experience working directly with end users, developers, director level personnel, and business sponsors
- Experience supporting K-12 educational organizations, preferred
- Experience working with vendors/partners to configure and develop software solutions

Knowledge, abilities and skills:

- Strong interpersonal, organizational, and customer service skills
- Strong verbal and written communication skills
- Ability to work with/for multiple employees and meet deadlines
- Knowledge of and ability to apply platform support and troubleshooting methodologies
- Strong understanding of Salesforce and Workday best practices and functionality
- Excellent project management skills with the ability to meet deadlines, handle and prioritize simultaneous requests and manage laterally as well as upwards
- Demonstrate a passion for solving challenges by leveraging technology solutions
- Creative and analytical thinker with strong problem solving skills
- Ability to be self-motivated and show initiative to take on tasks
- Ability to take on new challenges
- Ability to provide instruction to audiences of varying technical backgrounds
- Proven technical confidence
- Ability to understand process-oriented methods

CORE COMPETENCIES FOR SUCCESS:

COMMUNICATION SKILLS	CUSTOMER FOCUS
<i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and</i>	<i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer feedback into delivery of service to provide the best</i>

<i>convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i>	<i>experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i>
<p>INTERPERSONAL SKILLS</p> <p><i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i></p>	<p>FUNCTIONAL /TECHNICAL EXPERTISE</p> <p><i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i></p>

INDIVIDUAL CONTRIBUTOR COMPETENCIES FOR SUCCESS:

<p>PEER RELATIONSHIPS</p> <p><i>Finds common ground and solves problems for the good of all; Can represent his/her own interests and yet be fair to other groups; Solves problems with peers with minimal “noise”; Is seen as a team player and is cooperative; Easily gains trust and support peers; Encourages collaboration; Is candid with peers</i></p>	<p>CREATIVITY</p> <p><i>Comes up with a lot of new and unique ideas; Easily makes connections among previously unrelated notions; Tends to be seen as original and value-added in brainstorming sessions; Takes calculated risks; Is not afraid to try new things and potentially “fail fast”</i></p>
<p>SELF KNOWLEDGE</p> <p><i>Seeks feedback; Gains insight from mistakes; Is open to constructive criticism; isn’t defensive; Proactively seeks to understand his/her strengths and areas for growth; applies information to best serve organization; Recognizes how his/her behavior impacts others and incorporates insight into future interactions</i></p>	<p>PLANNING</p> <p><i>Accurately scopes out length and difficulty of tasks and projects; Sets objectives and goals; Breaks down work into the process steps; Develops schedules and task/people assignments; Anticipates and adjusts for problems and roadblocks; Measures performance against goals; Evaluates results</i></p>
<p>ORGANIZING</p> <p><i>Uses his/her time effectively and efficiently; Concentrates his/her efforts on the more important priorities; Can attend to a broader range of activities as a result of organizing time efficiently; Can marshal resources (people, funding, material, support) to get things done; Can orchestrate multiple activities at once to accomplish a goal; Arranges information and files in a useful manner</i></p>	<p>PROBLEM SOLVING</p> <p><i>Uses rigorous logic and methods to solve difficult problems with effective solutions; Probes all fruitful sources for answers; Can see hidden problems; Is excellent at honest analysis; Looks beyond the obvious and doesn’t stop at the first answers</i></p>
<p>DRIVE FOR RESULTS</p> <p><i>Can be counted on to exceed goals successfully; Very bottom-line oriented; Steadfastly pushes self and others for results; Is full of energy for the things he/she sees as challenging; Not fearful of acting with a minimum of planning; Consistently seizes opportunities; Consistently exceeds goals</i></p>	

PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:

- Location: Orlando VLC
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)

FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.