

State of Alabama  
Personnel Department  
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[www.personnel.alabama.gov](http://www.personnel.alabama.gov)

Continuous Announcement

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## IT SYSTEMS SPECIALIST, ASSOCIATE - 10527 DATABASE OPTION - 401

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Salary: \$44,640.00 - \$78,638.40  
Announcement Date: October 20, 2010  
Revised Date: October 3, 2018

### **JOB INFORMATION**

The IT Systems Specialist, Associate (Database Option) is a position used by various agencies throughout the state. This is beginning through mid-level applied and developmental technical work in data system design and maintenance. Employees in this class analyze, develop, design, modify, implement, and/or maintain database systems. Work involves specialization in database management.

### **MINIMUM REQUIREMENTS**

- An Associate's Degree from an accredited\* college or university in Information Technology
- Two (2) years of experience in database system design, maintenance, or support

### **NOTES**

- Additional education and/or experience above that which is minimally required, may be substituted on a year-for-year basis.
- \**See reverse side of announcement for more detail regarding substitution and policy for accepting post-secondary and advanced degrees.*

### **ADDITIONAL REQUIREMENTS**

If you would like for your education to be considered as a basis for meeting the minimum educational requirements (listed above) or any selective certifications (listed below), you **must** submit an **official** college transcript for each accredited\* postsecondary academic institution attended. Photocopies of transcripts, faxed transcripts, and/or information obtained from the internet will NOT be accepted. You may request to have your school, or a third-party transcript service send your transcript directly to the State Personnel Department at [transcripts@personnel.alabama.gov](mailto:transcripts@personnel.alabama.gov). This email address is only for educational correspondence. Any emails sent to this address by an applicant will be discarded. Official transcripts which have been submitted for any state job after January 2, 2012, will remain on file in our system and will not need to be resubmitted. You may call to verify.

Individuals on the employment register may be **selectively certified** in the specialty areas listed below:

- Oracle
- SQL Server
- DB2
- Access
- Lotus Notes
- RACF Database Administration
- IMS

A person may be selectively certified based on work experience and/or education in the specialty areas listed above. For each relevant work period on your application, please provide detailed information regarding any experience you have in the design, maintenance, or support of any of the above database systems, including the specific software used.

### **EXAMINATION**

- **Open-Competitive** to all applicants.
- A **Written Multiple Choice Exam** will comprise 100% of the final score for the open-competitive register.
- The How to Prepare Guide for this examination is available on our website listed above. Please contact State Personnel if you wish to have a guide mailed to you.

### **HOW TO APPLY**

- Complete an Application for Examination Form available at [www.personnel.alabama.gov](http://www.personnel.alabama.gov), the above address, or any Alabama Career Center Office.
- Apply on-line, by mail, or by fax. *Applications will be accepted until further notice.* The State Personnel Department is not responsible for late receipt of applications due to mail service or faxing malfunctions.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER



Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will be ineligible for appointment to or employment in a position in State service for a period of five years and, if the person is an officer or employee of the State, will forfeit his or her office or position.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

**Applicants hired by the State of Alabama on or after January 1, 2012 will be subject to the E-Verify process pursuant to Act No. 2011-535.**

**State of Alabama Personnel Department  
Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees**

1. Specific college coursework required for a job, as well as Bachelor’s, graduate, post graduate, and doctoral degrees will be accepted from the schools accredited by any of the six regional accreditation associations in the United States listed below:
  - Southern Association of Colleges and Schools (SACS)
  - Middle States Commission on Higher Education (MSCHE))
  - Northwest Commission on Colleges and Universities (NWCCU)
  - Higher Learning Commission (HLC)
  - New England Commission of Higher Education (NECHE)
  - Western Association of Schools and Colleges –Senior College and University Commission (WASC-SCUC)
  
2. Coursework or degrees from schools that have not been accredited by one of the above listed regional accreditation associations may be accepted if a *regionally accredited school*\* considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant’s bachelor’s degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor’s degree). **This must be documented by a letter of acceptance from the regionally accredited school.** State Personnel will review such requests on a case-by-case basis.

Note: This policy is subject to change. Certain state agencies may have additional requirements.

\*The term “regionally accredited school” refers to an institution of higher education accredited by one of the above listed accreditation associations.

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**\*Substitution: Education and Experience Equivalents**  
(see above for college coursework accreditation policy)

**Applicants may qualify with any one of the following combinations of education and experience:**

<b>Bachelor’s degree</b> in IT <u>plus no</u> experience.
<b>Three years</b> of college coursework (90 semester hours or 135 quarter hours), to include 27 semester hours or 60 quarter hours of IT coursework, <u>plus 1 year</u> of the required experience.
<b>Two years</b> of college coursework (60 semester hours or 90 quarter hours), to include 18 semester hours or 40 quarter hours of IT coursework, <u>plus 2 years</u> of the required experience.
<b>One year</b> of college coursework (30 semester hours or 45 quarter hours), to include 9 semester hours or 20 quarter hours of IT coursework, <u>plus 3 years</u> of the required experience.
<b>No college</b> <u>plus 4 years</u> of the required experience.