



Bock Consulting

Comprehensive Vocational Assessment Report (CVAR)

Job Title	<u>Senior Windows Server Engineer</u>	Worker	_____
DOT Number	<u>033.167-010</u>	Claim Number	_____
Employer	<u>Port of Seattle</u>	Employer Phone #	<u>206-787-3528</u>
Employer Contact	<u>Joe Krutenat / Daryl Carr</u>	Date of Analysis	<u>August 1, 2006</u>

Job of Injury Previous Job New Job 40+ Hours Per Week 5 Days Per Week

Job Description:

Provide high-level engineering, support, and project management for the Windows Server Engineering Group.

Essential Functions, Tasks and Skills:

Top tier escalation for technical problems related to the Windows Server Infrastructure. 24x7 on call coverage. Capacity management and planning. Security implementation and management. Must be able to manage projects independently. Must interface with business units, architecture group, and systems delivery organization to help craft overall Enterprise Windows standards and solutions. High-level engineering, including strategic and tactical planning for the Windows Server Engineering group. Must solve problems of a day-to-day nature, as well as engineer solutions to systemic issues. Must be able to utilize logical thought, along with various IT tools, customer input, and peer input to arrive at solutions. Develop test plans and project plans related to the IT Infrastructure. Develop the enterprise Windows monitoring environment and help develop overall infrastructure standards. Develop Standard Operating Procedures for the Windows Server Engineering Group. Must be able to engage in high level technical troubleshooting procedures and root cause analysis, collaborating with vendors, contractors, customers, and other IT staff, where appropriate. Must be able to work and interface with a wide range of skill sets. Must be able to communicate at a very technical level and translate those requirements for non-technical staff and customers. Responsible for the engineering, health, and welfare of all Port of Seattle Windows Infrastructure resources and the critical applications that they carry.

Knowledge, Skills, Abilities, Other Work Characteristics:

- Expertise in troubleshooting technical issues related to Windows Server, networking, and related technologies.
- The ability to work collaboratively, as well as independently, with minimal supervision.



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 2 of 10

**CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010**

- The ability to work non-standard work hours is required.
- The ability to clearly define, articulate, and implement solutions for the enterprise Windows Server environment.
- Expertise in engineering, implementing, and managing an enterprise Windows environment.
- The ability to look ahead at emerging technologies and help determine their impact on the organization.
- The ability to think holistically about the entire IT organization and the Port, and how Windows technologies can benefit the organization.
- Expertise with engineering, installing, and maintaining various enterprise back office applications including, but not limited to, Microsoft Exchange, Sharepoint, SQL Server, and IIS. Application and database server clustering experience is required.
- Expertise in designing, deploying, and maintaining Active Directory. Experience with GPO management, Kerberos, and in managing multiple forests is required.
- Scripting experience.
- Experience managing ODBC connections to remote data sources.
- Expertise implementing SAN and NAS-based storage on Windows, and hardware-based raid solutions.
- Expertise implementing secure Windows environments, including experience with various host-based intrusion detection systems and network security scanners.
- Effective verbal and written communication skills are required, including the ability to interact with a wide variety of individuals on a high technical skill level, as well as the ability to explain complex concepts to a non-technical audience.
- Experience with VMWare server virtualization and the Altiris Management Suite.
- Support groups in engineering, deploying, and managing a distributed, fault tolerant infrastructure.

Machinery/Tools:

Servers, computers, networks, software.

Minimum Qualifications:

**The minimum educational and experience requirements that would typically be required for someone to perform the Essential Functions. They are related to the job and its requirements, not the individual who may be performing the work.*

***These are additional items that would make someone more likely to succeed in the job. They include things like additional education or experience, a specific type of experience, professional certifications or licenses, etc.*



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 3 of 10

**CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010**

	How Much	What Type	Why Needed
Education	2-4 years	BS or equivalent	
Work Experience	5-7 years	IT Job Experience, Windows Focus	Real world experience in a variety of companies / environments is essential.
Certification			

Preferred Qualifications: What additional education, work experience or certification would help a job incumbent be more successful, or master the job responsibilities faster.

	How Much	What Type	Why Needed
Education	4+ years	BS or MS	
Work Experience	7+ years	Windows Engineer or equivalent	Real world experience in a variety of companies / environments is essential.
Certification		MCSE	

Currently, there is the requirement that the worker maintain a set schedule whereby he has to come into work at a set time each morning. At the time of this analysis, the option of flex hours has not been adopted.

Decision Making:

Operational – plan, deploy and maintain for the effectiveness and performance of Windows enterprise infrastructure systems.

Strategic – work directly with the Manager of Windows Server Engineering, to make recommendations for improvements and changes to the Windows Server infrastructure in order to provide optimum performance and availability of all services, provide the overall health and welfare monitoring of those systems, and define the standard operational procedures and training necessary for operations to maintain those systems.

Tactical – Implement Windows Server infrastructure as required to support new systems and services. Work with project teams, Architectural Management Office, and vendors to ensure that the technology architecture, standards and practices are being maintained and complied with.



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 4 of 10

***CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010***

Responsibilities:

<i>Percent</i>	<i>Responsibility</i>
40%	Engineering of solutions and Architecture for the Windows server environment.
30%	High level troubleshooting for Windows Server and cross-departmental incidents and problems.
10%	Project Manage and Coordinate Enterprise Infrastructure Projects.
10%	Development of Windows Server Engineering SOPs (Standard Operating Procedures).
5%	<i><u>Administrative time – E-Mail, voice mail, time reporting, etc.</u></i>
5%	<i><u>Training of Windows Server Engineers and Operations Staff around Windows Server Technologies and Procedures.</u></i>



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 5 of 10

**CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010**

PHYSICAL DEMANDS

N/A: Not Applicable
S: Seldom (1-10% of the time)
O: Occasional (10-30% of the time)
F: Frequent (30%-70% of the time)
C: Constant (Over 70% of the time)
WNL: Within Normal Limits (talking, hearing, etc.)

STRENGTH: Sedentary Light Medium Heavy Very Heavy

	Frequency	Comments			
Sitting	F	Phone calls; processing tickets.			
Standing	O	Working on servers			
Walking	O	Throughout office and on-site at other facilities.			
Lifting (up to 10 pounds)	O-F	Paper, files, parts, tickets, projects.			
Lifting (10 to 50 pounds)	S	Servers, equipment			
Carrying (up to 10 pounds)	O				
Carrying (10 to 50 pounds)	N/A				
Pushing/Pulling	S	File drawers.			
Climbing Stairs/Ladders	S				
Working at Heights/Balancing	S				
Bending at Waist	O	While working on networks, servers.			
Driving	F	Between Pier 69, Seatac and Fischer Plaza			
Bending Neck	F				
Twisting at Waist	F				
Crouching/Kneeling	O				
Stooping	O				
Reaching	F				
Repetitive Motion	N/A				
Handling/Grasping	F	70	%Pinch Grasp	30	% Whole Hand Grasp
Fine Finger Manipulation	O				
Talking	F-C				
Hearing	F-C				
Seeing	F-C				
Writing	F	Notes in notebook; ideas; troubleshooting notes.			



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 6 of 10

***CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010***

COGNITIVE

COMPREHENSION

- Articulating and comprehending information in conversations happens frequently.
- Reading, comprehending, and using written materials occurs frequently.
- Understanding and solving problems involving math and using the results occurs occasionally while planning, preparing spreadsheets, analyzing power requirements (wattage, amperage). Give numbers to lead
- Using technology/instruments/tools & information systems occurs frequently.
- Working with two and three-dimensional formats occurs frequently.

REMEMBERING

- Remembering spoken instructions occurs frequently.
- Remembering written instructions occurs frequently.
- Remembering visual information frequently.
- Recalling information incidental to task at hand occurs occasionally.
- Memorizing facts or sequences occurs frequently.
- Remembering simple instructions frequently.
- Remembering detailed instructions occurs frequently.



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 7 of 10

***CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010***

LEARNING & PROCESSING

- Effectively learning and mastering information from classroom training occurs continuously.
- Effectively learning and mastering information from on-the-job training occurs occasionally.
- Learning from past directions, observations, and/or mistakes occurs continuously.
- Using common sense in routine decision-making occurs continuously.
- Recognizing and anticipating potential hazards and taking precautions occurs continuously
- Thinking critically and making sound decisions occurs frequently.
- Integrating ideas and data for complex decisions occurs frequently.
- Determining and following precise sequences occurs occasionally.
- Coordinating and compiling data and information occurs occasionally.
- Analyzing, synthesizing data and information occurs frequently.

TASKING & PLANNING

- Performing repetitive or short-cycle work occurs frequently.
- Working under specific instructions occurs frequently.
- Completing complex tasks occurs frequently.
- Directing, controlling, or planning for others as necessary for basic tasks occurs occasionally while working with team members, understanding their different specialties. Interpersonal communication very important.



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 8 of 10

***CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010***

- Directing, controlling, or planning for others as necessary for complex tasks, occurs occasionally.
- Multi-tasking occurs frequently.
- Planning, prioritizing, and structuring daily activities occurs occasionally. Plan night before. Keep to a structured schedule within a flexible paradigm.

MAINTAINING ATTENDANCE AND AN ASSIGNED WORK SCHEDULE

- Maintaining predictable and reliable attendance is necessary each work shift.
- Being punctual is necessary each work shift.
- Taking rest periods at set times or only at times determined by breaks in job responsibilities is necessary each work shift.
- Adjusting to a flexible schedule of workdays and or shifts would be preferable for this worker. Meetings, company culture and mandatory coverage of worker's duties and other's responsibilities if they are called away appear to take precedence over a flexible schedule.

USE APPROPRIATE BEHAVIOR FOR A PROFESSIONAL WORK ENVIRONMENT

- Receiving criticism and accepting limits appropriately occurs occasionally.
- Maintaining emotional control and organization under increased stress occurs occasionally.
- Maintaining socially appropriate affect, temperament, and behavior occurs occasionally.
- Monitoring own quality of performance and altering behaviors to correct mistakes or improve outcome occurs occasionally.
- Working independently and/or unsupervised occurs frequently.



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 9 of 10

***CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010***

- Adapting to frequent interruptions, changes in priorities, or changes in work location occurs frequently.
- Responding effectively to emergency situations occurs continuously.

The above job analysis represents the requirements of a specific job based on personal observations, discussions with employer representatives, and/or workers. On occasion, practicality and feasibility prevent the direct observation and/or gathering of objective quantifiable data. For this reason, a "best estimate" may have been used when reporting physical demand frequencies.

Analysis was done on the job site? Yes No

Job Analysis Reviewed By:

Daryl Carr, Senior Windows Server
Engineer

Joe Krutenat, Supervisor

Completed by Vocational Provider Craig Bock, M.A., CRC

Date 08/01/2006

Signature of Vocational Provider



Bock Consulting

Worker Name:
Claim:

August 1, 2006
Page 10 of 10

***CVAR: Senior Windows Server Engineer – Port of Seattle
DOT #033.167-010***

FOR PHYSICIAN'S USE ONLY

- The injured worker can perform the physical activities described in the job analysis and can return to work on _____
- The injured worker can perform the physical activities described in the job analysis on a part-time basis for _____ hours per day. The worker can be expected to progress to regular duties in _____ weeks/months.
- The injured worker can perform the described job, but only with the modifications/restrictions in the attached report and/or listed below. These modifications/restrictions are (check one):
 - Temporary for _____ weeks _____ months
 - Permanent
- The injured worker cannot perform the physical activities described in the job analysis based on the physical limitations in the attached report and/or listed below. These limitations are (check one):
 - Temporary for _____ weeks _____ months
 - Permanent

COMMENTS:

Date _____ Physician's Signature _____

Physician's Name Printed _____

**PLEASE RETURN COMPLETED FORM TO: Port of Seattle-Health & Safety
Fax: (206) 787-3406
Phone: (206) 787-3052**