



NOTICE OF JOB OPENING
BUSINESS ANALYST

Open: October 9, 2020

Close: October 23, 2020 or Until Filled

Classification: Grade 7 Exempt

Summary of Job Duties and Responsibilities: provides, implements, maintains, and optimizes applications; ensures integrity and proper functionality of applications; coordinates users' needs with application design and system architecture; assists users in use of applications and application interfaces; obtains and maintains expertise in CAW data sources; maintains file, database, and application servers; compiles and maintains computer files and records; enters, queries, retrieves, and plots system data; consults, coordinates and communicates with other departments and I.S. Staff; performs other essential duties as assigned.

Knowledge, Skills, and Abilities:

- Knowledge of relational database software.
- Knowledge of relational database programming with Structured Query Language (SQL).
- Knowledge of Microsoft Windows OS.
- Knowledge of Microsoft Windows Server OS.
- Knowledge of Microsoft (MS) Access.
- Knowledge of MS SQL Server OR similar RDBMS.
- Knowledge of use of data processing systems and equipment.
- Knowledge of system software concepts, design & systems analysis, including business process & entity relationship analysis methods.
- Knowledge of limitations and use of data processing systems and equipment.
- Knowledge of structured query language (SQL) tools.
- Knowledge of system design principles, methodologies & tools, including those applicable to both client server & cloud environments.
- Knowledge of database techniques.
- Knowledge of basic project management methods, tools, and techniques.
- Knowledge of cloud services platform i.e., Microsoft Azure or other cloud service.
- Ability to design relational database structures.
- Ability to analyze data structure requirements and recommend solutions.
- Ability to think through a logical sequence of necessary events in terms of computer language to produce desired end product.
- Ability to communicate effectively, both orally and in writing.
- Ability to use interpersonal skills to establish effective working relationships with users.
- Ability to study technical reference material independently and apply the principles learned to keep job skills updated.
- Ability to interpret and translate non-technical users' needs into proper network and system specifications.
- Ability to adapt to continuous rapid change in technology and job requirements.
- Ability to understand and take advantage of the complex relationships between hardware, operating software, application programs and network environment.
- Ability to work with minimal supervision.
- Ability to train and assist users in use of systems.
- Ability to create standards for and maintain documentation.
- Ability to produce diagnostic reports using SQL tools.
- Ability to maintain confidentiality of information.
- Ability to interview business users to develop software solution requirements
- Ability to develop applications and reports that support identified requirements
- Skilled in problem solving and multitasking techniques.
- Skilled in database (SQL) management applications.

Minimum Qualifications:

Bachelor's degree in Computer Science or equivalent degree, plus five (5) years' experience in computer systems including five (5) years' experience using SQL tools, five (5) years' experience with enterprise Business Intelligence (BI) tools, five (5) years' experience in maintaining MS Access databases. Must be a high-performing, innovative, values-driven, informed, and passionate individual.

Desirable Qualifications:

Must have knowledge of XML, HTML, Visual Basic for Applications, VB .NET, Java, SSRS, Cloud Services; Cognos and BI360.

Working Conditions:

Individual normally works in a typical heated and cooled office environment.

All interested employees of Central Arkansas Water are encouraged to apply and should request and complete a Request for Transfer/Promotion Form, available from Human Resources, in order to be considered for this position. Interested outside candidates may apply beginning on **Friday, October 9, 2020 during the hours of 7:30 a.m. to 4:30 p.m., Central Arkansas Water, 221 East Capitol Ave, Little Rock.** You may acquire the application packet from CAW's internet web site. All applicants must submit a cover letter and resume.

Application packet and resume must be completed and returned to Human Resources by **4:30 p.m. on Friday, October 23, 2020** or until filled in order to be considered for the position. A criminal background check will be conducted.

Central Arkansas Water is an **EQUAL OPPORTUNITY EMPLOYER** and does not discriminate in its employment practices, or any other activities, on the basis of race, color, creed, religion, sex, national origin, age, disability, veteran's status, marital status, sexual orientation, gender identity, genetic information, political opinions or affiliation or any other status protected by law.

Job Line: 501-377-1335 Fax: 501-377-7051

www.carkw.com humanresources@carkw.com

We welcome and support diversity and inclusion in our workplace.

Diversity Outreach Survey

The purpose of this survey is to assist Central Arkansas Water in determining if we are adequately advertising job openings. This information is being collected and reviewed by our diversity team. Completing this form is voluntary and your answers will not be viewed by the hiring staff.

Please do not write your name on this survey form.

Job Title

Business Analyst

1. How did you hear about this job opening?

- Arkansas Democrat/Gazette Newspaper
- Central Arkansas Water - Website
- Central Arkansas Water - Job Line
- Department of Workforce Education
- NLR Chamber of Commerce
- Social Networks - Please Name _____
- Other - Please Name _____

2. Please place a mark by the answer that best describes your race or ethnic group.
(Per U.S. Census Classifications)

- Asian
- American Indian or Alaska Native
- Black, African American
- Hispanic, Latino or Spanish
- White
- Other - Please Name _____

3. What is your gender? Male Female

Thank you for completing this survey.

Check here and return if you do not wish to participate in this survey.

This survey is NOT a part of your official application for employment. It will not be used for interview purposes or in any hiring decision. The information will be filed separately from your application for employment.



APPLICATION FOR EMPLOYMENT CENTRAL ARKANSAS WATER

An incomplete or illegible application may jeopardize your opportunity for employment. Because eligibility to compete for positions is based on a review of your application and since only information provided will be evaluated, be certain that you complete all items as fully and accurately as possible.

NAME _____ DATE _____
LAST FIRST MIDDLE

STREET ADDRESS _____ HOME PHONE _____

CITY STATE ZIP

BUSINESS PHONE _____

CELL PHONE _____

ARE YOU A CITIZEN OF THE UNITED STATES OR ARE YOU LAWFULLY ELIGIBLE TO BECOME EMPLOYED IN THE U.S.?

YES NO (Proof of U.S. citizenship or immigration status will be required if employed)

POSITION YOU ARE APPLYING FOR _____

TYPE OF EMPLOYMENT DESIRED: FULL-TIME TEMPORARY SUMMER PART TIME

DATE AVAILABLE _____ SALARY REQUIREMENTS \$ _____

WHERE DID YOU HEAR ABOUT THIS OPENING? NEWSPAPER JOB LINE EMPLOYEE REFERRAL OTHER _____

*****LIST PREVIOUS EMPLOYMENT, BEGINNING WITH THE LAST*****

FROM DATE (Mo/ Yr)	TO DATE (Mo/ Yr)	NAME AND LOCATION OF EMPLOYER	SUPERVISOR	YOUR JOB	REASON FOR LEAVING	FULL OR PART TIME

TYPE SCHOOL	NAME & ADDRESS	GRADUATED?	PRIMARY COURSES OF STUDY	
HIGH SCHOOL	XXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXX		XXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXX	
BUSINESS OR TRADE SCHOOL				
COLLEGE			Major:	Degree:
			Minor:	
GRADUATE SCHOOL			Degree:	
CORRESPONDENCE COURSES OR SPECIAL TRAINING				

Excluding those which would reveal sex, race, religion, national origin, age, ancestry, disability or other protected status, list any professional, trade, business or civic organizations with which you are associated:

List professional, business or trade licenses held, awards or special recognitions received:

LIST THREE WORK-RELATED REFERENCES:

NAME	OCCUPATION	EMPLOYER	PHONE #	ASSOCIATION (Peer vs. supervisor)

Have you previously been interviewed for a position with Central Arkansas Water? If yes, provide positions and dates:

Have you ever been employed by Central Arkansas Water? If yes, provide position, dates, and reason for leaving:

* Do you understand the physical and mental requirements of the job for which you are applying? Yes No

* Are you able to fully and completely perform all functions, duties and responsibilities of the particular job for which you are applying with or without an accommodation?

Yes No If no, please provide an explanation: _____

* **The Americans With Disabilities Act of 1990 prohibits discrimination against a qualified individual with a disability.**

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Central Arkansas Water embraces a diverse and inclusive environment. As an Equal Opportunity Employer, all applicants who meet the stated qualifications will be considered for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age or veteran status. CAW is also committed to compliance with all fair employment practices.  
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• I, _____, understand and voluntarily agree that Central Arkansas Water (or an investigative bureau of your choice) may check any references or other information provided on this application form by me. Further, I hereby give consent to any and all current and prior employers of mine, or educational institutions I have attended, to provide information to Central Arkansas Water with regard to my employment with current or prior employers or my educational background. I understand and accept that your employment decision may be based upon information furnished by me or obtained through the verification process. I hereby release from liability the employer and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. I authorize you to make copies of documents related to my employment, which shall have the same effect as the originals.

Signed: _____

Date: _____

- I understand and agree that if I am offered and accept a position with the Central Arkansas Water, that the position is not for a specific period of time, and I agree that I will be an employee at will and this arrangement can be terminated at any time by myself or Central Arkansas Water, with or without notice.
- If employed by Central Arkansas Water, I agree to abide by its rules and regulations.
- I understand and agree to examinations and testing, including a pre-employment physical, criminal background check, and drug screening, considered necessary by Central Arkansas Water at any time, at the option of the Utility and at no personal expense to me. I authorize the examining physician or organization to disclose to Central Arkansas Water or its representatives the results of such examinations, tests, or background information. I understand Central Arkansas Water will limit such information only to those individuals who have a need to be informed of such.
- I understand that, unless I am notified by Central Arkansas Water otherwise, this application will be considered only for the position I designated on this application form. I understand that in order to be considered for other available positions with Central Arkansas Water, I will need to complete a separate application for each position.

I hereby affirm that my answers to the foregoing questions are true and correct, and I understand that misrepresentation or omission of facts called for in this application may be cause for disqualification for consideration of the position, or if employed by Central Arkansas Water, immediate dismissal without notice.

Signature of Applicant

Date



EQUAL OPPORTUNITY EMPLOYER

221 East Capitol Avenue * PHONE (501) 377-1251 * LITTLE ROCK, AR 72202

NAME: _____

ADDRESS: _____ **CELLULAR PHONE:** _____

SUPPLEMENTARY INFORMATION REQUEST

Describe, in detail, your present position responsibilities. Include day to day work activities, machinery operated, if any, etc.
(Continue on Page 2, if necessary)

Date Employed: _____ Company: _____
(Mo/Yr)

Job Title: _____ Company Phone Number: _____

Responsibilities: _____

Provide the information requested below concerning the three positions held prior to your current position. If you have held other positions which are directly related to the position applied for, please continue on the back. When outlining previous job responsibilities, be sure to explain all duties and responsibilities that are directly related to the requirements listed on the job posting for which you are applying.

1. Dates of Employment: _____ to _____ Company: _____
(Mo/Yr) (Mo/Yr)

Job Title: _____ Company Phone Number: _____

Responsibilities: _____

2. Dates of Employment: _____ to _____ Company: _____
(Mo/Yr) (Mo/Yr)

Job Title: _____ Company Phone Number: _____

Responsibilities: _____

3. Dates of Employment: _____ to _____ Company: _____
(Mo/Yr) (Mo/Yr)

Job Title: _____ Company Phone Number: _____

Responsibilities: _____



**BUSINESS ANALYST
QUESTIONNAIRE**

NAME: _____

DATE: _____ (JD12/20/18)

EMAIL: _____

PHONE NUMBER: _____

DIRECTIONS: PLEASE ANSWER EACH QUESTION. DO NOT WRITE "SEE RESUME" OR "SEE REFERENCE LETTER" ON THE ANSWER LINES. IF YOU NEED ADDITIONAL SPACE, PLEASE WRITE ON THE BACK OR ATTACH ANOTHER SHEET. FAILURE TO ANSWER ALL QUESTIONS MAY RESULT IN YOU NOT BEING INTERVIEWED.

WHAT COLLEGE **DEGREE(S)** HAVE YOU EARNED?

DEGREE _____ MAJOR _____ WHERE _____

DEGREE _____ MAJOR _____ WHERE _____

ARE YOU A **HIGH-PERFORMING, INNOVATIVE, VALUES-DRIVEN, INFORMED, PASSIONATE INDIVIDUAL?** ___ YES ___ NO **(IF NO, DO NOT CONTINUE COMPLETING THIS QUESTIONNAIRE)** IF YES, GIVE AN EXAMPLE OR EXPLAIN: _____

DO YOU HAVE EXPERIENCE IN **COMPUTER SYSTEMS?** _____ YES _____ NO
WHERE? _____ **HOW LONG?** _____ YEARS _____ MONTHS

EXPLAIN: _____

DO YOU HAVE EXPERIENCE **USING SQL TOOLS?** _____ YES _____ NO
WHERE? _____ **HOW LONG?** _____ YEARS _____ MONTHS

EXPLAIN: _____

NAME _____

DO YOU HAVE THE ABILITY TO?

- Design Relational Database Structures YES NO
- Analyze Data Structure Requirements and Recommend Solutions YES NO
- Communicate Effectively, Both Orally and In Writing YES NO
- Use Interpersonal Skills to Establish Effective Working Relationships with Users YES NO
- Study Technical Reference Material Independently YES NO
- Apply the Principles Learned to Keep Job Skills Updated YES NO
- Adapt to Continuous Rapid Change in Technology and Job Requirements YES NO
- Work with only Minimal Supervision YES NO
- Train and Assist Users in use of System YES NO
- Create Standards for and Maintain Documentation YES NO
- Produce Diagnostic Reports Using SQL Tools YES NO
- Maintain Confidentiality of Information YES NO
- Interview Business Users to Develop Software Solution Requirements YES NO
- Develop Applications and Reports that Support Identified Requirements YES NO
- Think through a Logical Sequence of Necessary Events in Terms of Computer Language to Produce Desired End Product YES NO
- Interpret and Translate Non-Technical User Needs into Proper Network & System Specifications YES NO
- Understand & Take Advantage of the Complex Relationship between Hardware, Operating Software, Application Programs & Network Environment YES NO

DO YOU HAVE KNOWLEDGE OR WORK EXPERIENCE WITH?

EXTENSIBLE MARKUP LANGUAGE (XML) YES NO YEARS MONTHS
WHERE? _____

HYPER TEXT MARKUP LANGUAGE (HTML) YES NO YEARS MONTHS
WHERE? _____

COGNOS REPORTNET YES NO YEARS MONTHS
WHERE? _____

VISUAL BASIC FOR APPLICATIONS YES NO YEARS MONTHS
WHERE? _____

VB NET YES NO YEARS MONTHS
WHERE? _____

JAVA YES NO YEARS MONTHS
WHERE? _____

SSRS YES NO YEARS MONTHS
WHERE? _____

CLOUD SERVICES YES NO YEARS MONTHS
WHERE? _____

B1360 YES NO YEARS MONTHS
WHERE? _____



CENTRAL ARKANSAS WATER

EMPLOYEE BENEFITS INFORMATION

(Full time employees only)

Holidays - Eleven paid holidays each calendar year; immediate eligibility for new employees.

PTO (Paid Time Off) - PTO time is accrued on a bi-weekly basis during the current year. Accrual is 6.16 hours of PTO per pay period (20 days annualized) for employees with up to 3 years of service. Accrual amount increases based on years of service, to a maximum accrual of 32 days. New employees have a 90 day waiting period before accrual begins, with accrual retroactive to date of hire.

Medical Insurance – Two plans offered. One plan is paid 100% by the employer for employee coverage. Other plan is paid at 95% by the employer for employee coverage; dependent coverage (if elected) is paid 60% by employer and 40% by employee. Eligible for coverage the first of the month following 60 day waiting period.

Dental Insurance – Employee coverage is paid 100% by the employer; dependent coverage (if elected) is paid 100% by employee. Eligible for coverage the first of the month following 60 day waiting period.

Health Savings Account – Central Arkansas Water contributes to an HSA for those employees in the high deductible plan based on the employee’s medical coverage tier. Employees may also make voluntary pre-tax contributions. Eligible for coverage the first of the month following 60 day waiting period.

Flexible Spending Account – Employees receive the benefits of pre-tax deduction of eligible insurance premiums. Employees may also make voluntary pre-tax contributions to a medical or dependent care spending account. Eligible for coverage the first of the month following 60 day waiting period.

Life Insurance – Employee coverage is paid 100% by the employer and life insurance provided is one times annual salary with a minimum of \$50,000 (up to a maximum of \$200,000). Eligible for coverage the first of the month following 60 day waiting period.

Accidental Death & Dismemberment Insurance – Employee coverage is paid 100% by the employer and AD&D provided is one times annual salary, with a minimum of \$50,000 (up to a maximum of \$200,000). Eligible for coverage the first of the month following 60 day waiting period.

Long Term Disability – Pays 60% of employee’s salary (\$8,000 monthly maximum) after 6 months of disability. Coverage paid 100% by employer. Eligible for coverage the first of the month following 60 day waiting period.

Retirement Plan - Member of Arkansas Public Employees Retirement System (APERS). Contributions are 5% of employee’s bi-weekly salary taken on a pre-tax basis. Participation begins immediately upon employment.

401A Investment Plan – Retirement savings plan in which employees contribute 1% of bi-weekly earnings, with employer match. Participation begins after 90 days.

Tuition Reimbursement – 100% of tuition is paid by employer for grade “C” or better, subject to utility guidelines.

Employee Assistance Program – Offers counseling, consultation, crisis support, and resources at no cost to employee.

VOLUNTARY BENEFITS

- Vision Insurance
- Short Term Disability
- Additional life insurance for employee and dependents
- Accident Insurance
- Critical Health Events Insurance
- Hospital Staypay
- Universal Life with Long Term Care rider
- Identity Theft Protection
- 457 Deferred Compensation Plan