

Missouri Department of Transportation

Code: R04062

Title: Intermediate Organizational Performance Analyst

Exemption Status: Non-Exempt

Grade: 8

Job Description

Effective Date 12-01-2024

Replaces (Effective Date) 07-01-2022

General Summary The intermediate organizational performance analyst analyzes, evaluates, and improves organizational performance by conducting varied and moderately complex research related to department operations and facilitating performance improvement processes. Responsibilities are performed under general supervision.

Minimum/Required Qualifications Bachelor's Degree: Mathematics, Statistics, Business Administration, or related field, **AND** two years of experience in statistical analysis, research, or organizational performance positions, **OR** Six years of experience in statistical analysis, research, or organizational performance positions.

Supervisory Responsibilities None

Location Central Office – Transportation Planning

Special Working Conditions/Job Characteristics Job may require occasional, statewide, overnight travel.

Examples of Work

- (1) Develops and applies statistical or mathematical techniques to analyze and reduce data to usable form.
- (2) Determines most effective type of presentation of data and prepares statistical reports; provides assistance to organizational performance staff with statistical analysis and presentation of data, including preparation of templates, tables, databases, and implementation of division/office software.
- (3) Recommends statistical methods, data collection techniques, and sample sizes for gathering data; determines significance of data and makes recommendations.
- (4) Develops assessment instruments and measurement systems and establishes their reliability and validity, deploys and manages assessment instruments/systems, statistically analyzes and reports results, and makes recommendations for improving organizational and team performance.
- (5) Conducts systematic root cause analysis that includes job, task, and performance analysis to determine performance gaps.

- (6) Facilitates focus groups, quality and process improvement initiatives, problem solving teams, inter-group disputes and team-building initiatives.
- (7) Performs other responsibilities as required or assigned.

The Missouri Department of Transportation promotes an equal opportunity workplace that includes reasonable accommodation of otherwise disabled applicants and employees. Please see your manager should you have any questions about this policy or these job duties.