

**State of Michigan  
Civil Service Commission**

Capitol Commons Center, P.O. Box 30002  
Lansing, MI 48909

**Position Code**

1. INFTPMR3A43N

**POSITION DESCRIPTION**

This position description serves as the official classification document of record for this position. Please complete the information as accurately as you can as the position description is used to determine the proper classification of the position.

|                                                                                                                            |                                                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>2. Employee's Name (Last, First, M.I.)</b>                                                                              | <b>8. Department/Agency</b><br>TECH, MGMT AND BUDGET - IT                                                                                                                              |
| <b>3. Employee Identification Number</b>                                                                                   | <b>9. Bureau (Institution, Board, or Commission)</b><br>Center for Shared Solutions                                                                                                    |
| <b>4. Civil Service Position Code Description</b><br>INFO TECH PROJECT MANAGER-3                                           | <b>10. Division</b><br>Enterprise Portfolio Management Office (EPMO)                                                                                                                   |
| <b>5. Working Title (What the agency calls the position)</b><br>INFORMATION TECHNOLOGY PROJECT MANAGER 14                  | <b>11. Section</b><br>Project Management Office                                                                                                                                        |
| <b>6. Name and Position Code Description of Direct Supervisor</b><br>KAMDEM, LUC A; INFO TECH MANAGER-3                    | <b>12. Unit</b><br>SUPPORTING - DHHS                                                                                                                                                   |
| <b>7. Name and Position Code Description of Second Level Supervisor</b><br>LOTT, RICHARD A; STATE ADMINISTRATIVE MANAGER-1 | <b>13. Work Location (City and Address)/Hours of Work</b><br>JOHN A. HANNAH, 608 W ALLEGAN ST. LANSING, MI 48933 (OR REMOTE WORK FROM HOME) / HOURS: 8:00 A.M. TO 5:00 P.M. (MAY VARY) |

**14. General Summary of Function/Purpose of Position**

This position provides oversight, leadership, accountability and project management functions for one or more large size, complex projects. These projects typically utilize vendor participation and require complex schedules and integration with other systems. Large sized projects typically have durations longer than 6 months with 20 or more team members, require communication at the Agency Leadership level and have a medium to high risk. This position will ensure consistency with the State of Michigan project management methodology (SUITE), perform long-term release planning based on organizational direction, regularly interact with the project management teams for status of budget, quality and schedule, escalate issues and risks as needed to executives and exercise project quality control activities to ensure project scope expectations are met.

**15. Please describe the assigned duties, percent of time spent performing each duty, and what is done to complete each duty.**

**List the duties from most important to least important. The total percentage of all duties performed must equal 100 percent.**

**Duty 1**

**General Summary:**

**Percentage: 50**

Establish and monitor project CONTROLLING methods to insure timely knowledge and awareness of changes to project cost, quality or schedule.

**Individual tasks related to the duty:**

1. Continuously communicate detail plans and expectations to project team members and stakeholders throughout the entire lifecycle of the project.
2. Meet regularly with project team members to understand and log their progress on detail tasks, problems and concerns in order to confirm the expectations set forth in the project plan.
3. Enables all necessary project deliverable walk-throughs and stage exits required by the SUITE Methodology.
4. Maintain metrics and logs that specify the progress and performance of the project team.
5. Maintain project issue and risk logs that identify potential or realized impacts to the project and communicate to higher management.
6. Continuously follow up on project issues or risks to insure timely resolution or mitigation.
7. Facilitate change management required for the project(s)

**Duty 2**

**General Summary:**

**Percentage: 30**

Provide PLANNING, STAFFING and REPORTING to insure the successful completion of assigned projects according to the sponsor's goals and objectives. Planning, staffing and reporting should adhere to the State of Michigan's SUITE Project Management Methodology and the Agency's project prioritization process. Planning, staffing and reporting spans the entire lifecycle of the project from initiation to closeout.

**Individual tasks related to the duty:**

1. Directs the development and maintenance of all SUITE documents and deliverables from project initiation and planning through project closeout activities for ready access by all stakeholders..
2. Modifies project plans and deliverables timely when the project's cost, quality or schedule has been impacted and communicates the changes timely to all project team members and stakeholders as defined by SUITE and the Agency processes.
3. Directs the investigation and use of technology, process or staffing necessary to meet the objectives of the project.
4. Plans and enables the selection, training and development of the project team members to ensure the objectives and tasks of the project are met.
5. Understands and plans for the timely resolution of project issues and risks.
6. Establishes an effective project communication plan and ensures the plan is utilized by the project team and all stakeholders.
7. Ensure proper change management when the project's cost, quality or schedule has been impacted and communicates the changes timely to all project team members and stakeholders as defined by SOM Methodology (SUITE) and the Agency processes.
8. Works with agency stakeholders to develop project resources required for a successful project start to finish

**Duty 3**

**General Summary:**

**Percentage: 15**

DIRECTS and coordinates the day to day activities, tasks and deliverables required from the project team according to the project plan.

**Individual tasks related to the duty:**

1. Assigns detailed activities, tasks and deliverables to assigned members of the project team ensuring understanding of the expectations such as functionality, due dates and estimated effort.
2. Assigns expected dates and functionality to external providers and ensures products or deliverables provided externally are available when needed.
3. Ensures appropriate interaction and integration between team members or external providers with connecting or dependant tasks.
4. Establishes and assigns routine administrative processes to the project team to ensure appropriate communications, reporting and metrics gathering.
5. Assists and advises the project stakeholders and team members through regular status meetings and defined walkthroughs.
6. Escalates issues, risks and logistical needs of the project to higher management as appropriate.

#### **Duty 4**

##### **General Summary:**

**Percentage: 5**

Perform miscellaneous functions as needed to contribute to the overall operation and objectives of the Department of Technology, Management & Budget (DTMB).

##### **Individual tasks related to the duty:**

1. Attendance at staff meetings.
2. Stays abreast of new technology and advanced concepts through training, reading magazines, internet, periodicals and books.
3. Creates standards, procedures and templates for staff to use in their daily tasks.
4. Serves on assigned task forces, special committees and/or research groups.
5. Evaluates impact of new tools, languages and upgrades on systems.
6. Provides internal staff training.

#### **16. Describe the types of decisions made independently in this position and tell who or what is affected by those decisions.**

Establishing the current status of an assigned project.

Decisions in support of the DTMB standards, including the SUITE methodology.

Decisions in planning, staffing, controlling, directing and reporting that do not alter the scope of assigned projects.

Decisions leading to the proposition of alternatives and recommendations that do not alter the scope of assigned projects.

Decisions involving preparation and quality of project deliverables

#### **17. Describe the types of decisions that require the supervisor's review.**

Matters that affect the budget beyond the project's allocated amounts.

Deviation from SUITE Methodology.

When decision results in a business process change.

When the decision impacts other systems and business units

When the decision impacts the Agency's IT strategic direction

#### **18. What kind of physical effort is used to perform this job? What environmental conditions in this position physically exposed to on the job? Indicate the amount of time and intensity of each activity and condition. Refer to instructions.**

The position operates in a normal office environment, performing duties within the assigned workspace.

Tasks can be completed routinely seated at a desk, visiting end users at their desks, in the context of meetings and meeting rooms.

Work requires extensive use of personal computers including keyboards and monitors.

This position is subject to stress and pressure to resolve problems quickly and effectively.

There are frequent deadlines that are imposed by external forces; heavy workloads are possible and overtime during development projects may be required.

Duties may involve lifting of 25 pounds or less

**19. List the names and position code descriptions of each classified employee whom this position immediately supervises or oversees on a full-time, on-going basis.**

**Additional Subordinates**

**20. This position's responsibilities for the above-listed employees includes the following (check as many as apply):**

- |                                                             |                                                            |
|-------------------------------------------------------------|------------------------------------------------------------|
| <input type="checkbox"/> Complete and sign service ratings. | <input type="checkbox"/> Assign work.                      |
| <input type="checkbox"/> Provide formal written counseling. | <input type="checkbox"/> Approve work.                     |
| <input type="checkbox"/> Approve leave requests.            | <input type="checkbox"/> Review work.                      |
| <input type="checkbox"/> Approve time and attendance.       | <input type="checkbox"/> Provide guidance on work methods. |
| <input type="checkbox"/> Orally reprimand.                  | <input type="checkbox"/> Train employees in the work.      |

**22. Do you agree with the responses for items 1 through 20? If not, which items do you disagree with and why?**

Yes.

**23. What are the essential functions of this position?**

All duties stated in section 15 of this document are essential and must be performed accurately and independently.

**24. Indicate specifically how the position's duties and responsibilities have changed since the position was last reviewed.**

The essential duties and tasks of this position have not changed, the update is to include the following:

- Facilitate change management required for the project(s)
- Ensure proper change management when the project's cost, quality or schedule has been impacted and communicates the changes timely to all project team members and stakeholders as defined by SOM Methodology (SUITE) and the Agency processes.
- Works with agency stakeholders to develop project resources required for a successful project start to finish

**25. What is the function of the work area and how does this position fit into that function?**

DTMB is responsible to provide the automated processes and information technology solutions needed to meet the business goals and objectives of the State's Agencies in their attempt to serve the citizens of the State of Michigan. The Program Management Office for Agency Services perform Portfolio Management, Program Management, and/or Project Management necessary to provide requisite operations and support and as a result, requires the services of a Technical Project Manager in this position. This position supports project management functions for the State's IT Portfolio.

**26. What are the minimum education and experience qualifications needed to perform the essential functions of this position.**

**EDUCATION:**

Possession of a bachelor's degree with not less than 21 semester (32 term) credits in one or a combination of the following: computer science, data processing, computer information systems, data communications, networking, systems analysis, computer programming, information assurance, IT project management, or mathematics.

**EXPERIENCE:**

**Information Technology Project Manager 14**

Five years of professional experience as a project manager for IT software or infrastructure projects and managing projects/programs 6 months or greater in duration with 20 or more team members, plus a minimum of 1500 demonstrated and documented hours of managing IT software development or infrastructure projects.

OR

One year as an IT Project Manager 13 in state service.

**Alternate Education and Experience****Information Technology Project Manager 14**

Five years of professional experience equivalent to an IT Programmer/Analyst, IT Project Coordinator or IT Infrastructure Analyst.

AND

IT Project and Program Management Experience:

Manage projects/programs 6 months or greater in duration with 20 or more team members, plus a minimum of 1500 demonstrated and documented hours of managing IT software development or infrastructure projects.

OR

Possession of a Project Management Professional, (PMP) certification may be substituted for the experience requirement.

**KNOWLEDGE, SKILLS, AND ABILITIES:**

NOTE: The knowledge, skills and abilities listed are typical examples of the requirements to perform in the positions in this job classification. Not all knowledge, skills and abilities are required for every position, nor is it expected that all positions will require every knowledge, skill or ability.

Thorough knowledge of Project Management principles, concepts and practices.

Thorough knowledge of system development methods used for the development of new systems and enhancements to existing information systems.

Thorough knowledge of advanced concepts and basic operating principles of data communications and information systems hardware and software.

Ability to work in a team environment involving matrix organizations.

Ability to resolve conflicting high-priority requirements.

Ability to communicate the needs of others effectively.

Ability to gather and analyze facts, draw conclusions, define problems, and suggest solutions.

Ability to conduct training and informational sessions.

Ability to communicate effectively, build consensus, facilitate working sessions, and negotiate solutions and alternatives.

Ability to maintain favorable public relations and perform problem/issue resolution.

**CERTIFICATES, LICENSES, REGISTRATIONS:**

Certain positions may be assigned subclass codes and individuals appointed must possess the required specialized experience or certification. (See Experience above)

Possession of a PMP Certification is highly desired.

Duties may involve the use of a personal vehicle.

**NOTE: Civil Service approval does not constitute agreement with or acceptance of the desired qualifications of this position.**

***I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.***

\_\_\_\_\_  
Supervisor

\_\_\_\_\_  
Date

**TO BE FILLED OUT BY APPOINTING AUTHORITY**

Indicate any exceptions or additions to the statements of employee or supervisors.

None

***I certify that the entries on these pages are accurate and complete.***

SHANITRA FLUELLEN

7/8/2026

\_\_\_\_\_  
Appointing Authority

\_\_\_\_\_  
Date

***I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.***

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date