



## User Experience/User Interface (UX/UI) Designer

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER I	0350	B24	\$65,104 - \$106,634
USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER II	0352	B26	\$76,530 - \$129,430
USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER III	0354	B28	\$92,600- \$156,612
USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER IV	0356	B30	\$112,047-\$189,499

### GENERAL DESCRIPTION

Performs user experience (UX) and user interface (UI) design work involving the creation and optimization of the UX and/or the UI of digital products, such as websites, mobile and software applications, and other interactive tools.

### DISTINGUISHING CHARACTERISTICS

The UX/UI Designer job classification series is intended for positions that are responsible for creating and optimizing digital products to be intuitive, easy to use, and visually appealing. Employees in this series conduct research on user needs and behaviors and use design tools to create prototypes and interactive models to demonstrate functionality of interactive environments. Additionally, these employees may work on a variety of digital products and interactive environments.

In contrast, the Web Administrator job classification series is intended for positions that are responsible for the maintenance, management, and troubleshooting of websites and/or website applications. Employees in this series primarily focus on the functionality, security, and technical performance of the website.

### EXAMPLES OF WORK PERFORMED

Conducts user research through interviews, surveys, and questionnaires to identify needs, preferences, and behaviors of users.

Creates and/or illustrate prototypes, sitemaps, storyboards, wireframes, and user flows.

Recommends layouts and design features to improve the organization and display of content.

Designs visual elements, such as buttons, icons, menu bars, typography, and color schemes.

Develops and/or implements consistent user experiences across multiple platforms and touchpoints.

Ensures designs align with branding and usability guidelines and is consistent across the entire experience or interface.

Conducts usability tests or observation sessions to identify user interactions, test design variations, and evaluate products design to identify potential issues and areas for improvement.

Monitors design feedback after product launch to refine, improve, or fix any issues.

Prepares design and technical documentation, including visuals, presentations, processes, diagrams, and findings.

Performs related work as assigned.

## **DESCRIPTION OF LEVELS**

*Examples of work and descriptions are meant to progress through the levels. For example, an employee at level IV may also perform work listed within the previous levels.*

**Note:** *Factors that may distinguish between journey and senior levels include the degree of independence in performing the work; the complexity of the work; the scope of responsibility; and the employee's related work experience, education, and certifications. Employees at the journey levels (levels I and II) may independently perform the full range of work identified within current or previous levels and may assist others in performing work of greater complexity.*

**USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER I:** Performs routine (journey-level) UX and UI design work. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may have limited experience or no experience and spend the majority of their time performing simple to routine work following standard procedures.

**USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER II:** Performs complex (journey-level) UX and UI design work. Employees at this level may work more independently than those at the previous level and may routinely assist other staff in performing job duties of greater complexity. Employees may collaborate with internal and external partners to identify needs and implement changes to improve the UX or UI of a product.

**Note:** *Senior-level employees (levels III and IV) may perform the full range of work identified in the levels preceding their own, and/or may coordinate and/or oversee that work for others. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority; the nature, complexity, scope, and impact of the UX and UI design projects; and the employee's related experience, education and certifications.*

**USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER III:** Performs highly complex (senior-level) UX and UI design work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may lead design efforts for larger, more complex projects from concept to completion and may:

- Develop design direction for projects, collaborating with staff to align design with business and program objectives.
- Develop and organize shared design tools, systems, and documentation to improve team efficiency and ensure consistent design practices.
- Integrate new design practices or technologies when appropriate.
- Facilitate design review sessions with stakeholders to present concepts, explain design decisions, gather feedback, and ensure consensus on design direction.

**USER EXPERIENCE/USER INTERFACE (UX/UI) DESIGNER IV:** Performs advanced (senior-level) UX and UI design work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may oversee the design direction for multiple projects and may:

- Lead high-impact project designs such as rebranding, redesigns, or new product launches.
- Serve as the primary design representative and engage with agency leadership and stakeholders to align design with business strategies.
- Develop long-term strategies for UX/UI design within the agency.
- Promote a user-centered design culture by leading workshops and training sessions for staff across the agency.
- Define and track key design metrics to measure the success and impact of UX/UI projects.

## **GENERAL QUALIFICATION GUIDELINES**

### **EXPERIENCE AND EDUCATION**

Experience and/or education in a field relevant to the work being performed. Agencies have the discretion to identify the general or specialized experience, education, or certifications required for positions and may tailor qualification requirements to be specific and meet the agency's business needs. Agencies also may substitute experience and education for one another, if appropriate and allowed by statute.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

#### **For all levels**

- Knowledge of principles, practices, and techniques of user experience and user interface design; usability testing techniques, and design systems and interface patterns.
- Skill in conducting user research, in designing wireframes and prototypes, and in the use of a computer and applicable design software.
- Ability to create functional designs; to analyze user experience and recommend solutions to resolve problems or improve experience; to use various design applications; to develop effective data collection tools such as surveys, questionnaires, and interviews; to handle multiple projects; and to communicate effectively.

**Additional for User Experience/User Interface (UX/UI) Designer III - IV levels**

- Ability to oversee and/or supervise the work of others.