



# GENERAL SERVICES ADMINISTRATION

## Federal Acquisition Service *Authorized Federal Supply Schedule Price List*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**<sup>TM</sup>, a menu-driven database system. The INTERNET address for **GSA Advantage!**<sup>TM</sup> is: <http://www.GSAAdvantage.gov>.

### Schedule for Professional Services - Consolidated

**Federal Supply Group:** CORP    **Class:**

**Contract Number:** GS00F112CA

**For more information on ordering from Federal Supply Schedules  
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>**

**Contract Period:** April 20, 2015 through April 19, 2020

**Contractor:** Professional Project Services, Inc.  
1100 Bethel Valley Road  
Oak Ridge, TN 37830-7187

**Business Size:** Large Business

**In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".**

**Telephone:** (865) 220-4377  
**Extension:**  
**FAX Number:** (865) 220-4441  
**Web Site:** <http://www.p2s.com>  
**E-mail:** [alcornl@p2s.com](mailto:alcornl@p2s.com)  
**Contract Administration:** Lesli Alcorn

## CUSTOMER INFORMATION:

### 1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	Recovery	SIN Description
C871-1	C871-1RC	Strategic Planning for Technology Programs/Activities
C871-2	C871-2RC	Concept Development and Requirements Analysis
C871-3	C871-3RC	System Design, Engineering and Integration
C871-4	C871-4RC	Test and Evaluation
C871-5	C871-5RC	Integrated Logistics Support
C871-6	C871-6RC	Acquisition and Life Cycle Management
C874-1	C874-1 RC	Integrated Consulting Services
C899-1	C899-1RC	Environmental Consulting Services
C899-8	C899-8RC	Remediation and Reclamation Services



- 1b. **Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**
- 1c. **If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.**
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.
7. **Quantity discounts:** None Offered
8. **Prompt payment terms:** Net 30 days
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$2,500
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor
- 11c. **Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:** Contact Contractor
- 11d. **Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery:** Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor



- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).
- 14. **Payment address(es):** Same as company address
- 15. **Warranty provision:** Contractor's standard commercial warranty.
- 16. **Export Packing Charges (if applicable):** N/A
- 17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
- 18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. **Terms and conditions of installation (if applicable):** N/A
- 20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
- 21. **List of service and distribution points (if applicable):** N/A
- 22. **List of participating dealers (if applicable):** N/A
- 23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at:** [www.Section508.gov/](http://www.Section508.gov/).
- 25. **Data Universal Numbering System (DUNS) number:** 956194690
- 26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered
- 27. **Final Pricing:**

	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
SIN(s)	C899-1, C899-1RC, C899-8, C899-8RC					
	Air Quality Engineer I	\$83.65	\$85.32	\$87.03	\$88.77	\$90.55
	Air Quality Engineer II	\$84.26	\$85.95	\$87.66	\$89.42	\$91.21
	Air Quality Engineer III	\$110.06	\$112.26	\$114.51	\$116.80	\$119.13
	Air Quality Engineer IV	\$123.30	\$125.77	\$128.28	\$130.85	\$133.46
	Air Quality Engineer V	\$136.63	\$139.36	\$142.15	\$144.99	\$147.89
	Associate Engineer	\$64.61	\$65.90	\$67.22	\$68.56	\$69.94



	Contracts Manager	\$114.95	\$117.25	\$119.59	\$121.99	\$124.43
	Department Manager	\$153.53	\$156.60	\$159.73	\$162.93	\$166.19
	Design Consultant	\$116.03	\$118.35	\$120.72	\$123.13	\$125.59
	Design Specialist	\$121.43	\$123.86	\$126.34	\$128.86	\$131.44
	Designer	\$63.66	\$64.93	\$66.23	\$67.56	\$68.91
	Document Control Clerk	\$51.97	\$53.01	\$54.07	\$55.15	\$56.25
	Engineer	\$92.43	\$94.28	\$96.16	\$98.09	\$100.05
	Environmental Consultant I	\$142.29	\$145.14	\$148.04	\$151.00	\$154.02
	Environmental Consultant II	\$126.96	\$129.50	\$132.09	\$134.73	\$137.43
	Environmental Consultant III	\$170.82	\$174.24	\$177.72	\$181.28	\$184.90
	Environmental Protection Engineer I	\$70.42	\$71.83	\$73.26	\$74.73	\$76.22
	Environmental Protection Engineer II	\$88.38	\$90.15	\$91.95	\$93.79	\$95.67
	Environmental Protection Engineer III	\$94.71	\$96.60	\$98.54	\$100.51	\$102.52
	Environmental Protection Engineer IV	\$124.60	\$127.09	\$129.63	\$132.23	\$134.87
	Environmental Protection Engineer V	\$153.66	\$156.73	\$159.87	\$163.07	\$166.33
	Environmental Scientist I	\$68.93	\$70.31	\$71.71	\$73.15	\$74.61
	Environmental Scientist II	\$84.43	\$86.12	\$87.84	\$89.60	\$91.39
	Environmental Scientist III	\$82.14	\$83.78	\$85.46	\$87.17	\$88.91
	Environmental Scientist IV	\$111.22	\$113.44	\$115.71	\$118.03	\$120.39
	Environmental Scientist V	\$112.63	\$114.88	\$117.18	\$119.52	\$121.91
	Estimator	\$75.13	\$76.63	\$78.17	\$79.73	\$81.32
	Geologist I	\$76.69	\$78.22	\$79.79	\$81.38	\$83.01
	Geologist II	\$85.52	\$87.23	\$88.98	\$90.75	\$92.57
	Geologist III	\$106.64	\$108.77	\$110.95	\$113.17	\$115.43
	Geologist IV	\$119.75	\$122.15	\$124.59	\$127.08	\$129.62
	Geologist V	\$142.96	\$145.82	\$148.74	\$151.71	\$154.74
	Graphic Designer	\$64.88	\$66.18	\$67.50	\$68.85	\$70.23
	Group Leader	\$121.53	\$123.96	\$126.44	\$128.97	\$131.55
	Group Leader (Estimating)	\$121.53	\$123.96	\$126.44	\$128.97	\$131.55
	Hydrogeologist I	\$78.26	\$79.83	\$81.42	\$83.05	\$84.71
	Hydrogeologist II	\$86.02	\$87.74	\$89.50	\$91.29	\$93.11
	Hydrogeologist III	\$102.61	\$104.66	\$106.76	\$108.89	\$111.07
	Hydrogeologist IV	\$123.68	\$126.15	\$128.68	\$131.25	\$133.88
	Hydrogeologist V	\$136.94	\$139.68	\$142.47	\$145.32	\$148.23
	Industrial Hygienist I	\$69.46	\$70.85	\$72.27	\$73.71	\$75.19
	Industrial Hygienist II	\$86.59	\$88.32	\$90.09	\$91.89	\$93.73

	Industrial Hygienist III	\$102.13	\$104.17	\$106.26	\$108.38	\$110.55
	Industrial Hygienist IV	\$117.20	\$119.54	\$121.93	\$124.37	\$126.86
	Industrial Hygienist V	\$135.36	\$138.07	\$140.83	\$143.65	\$146.52
	Junior Drafter	\$29.71	\$30.30	\$30.91	\$31.53	\$32.16
	Lead Designer	\$104.42	\$106.51	\$108.64	\$110.81	\$113.03
	Lead Project Controller	\$151.12	\$154.14	\$157.23	\$160.37	\$163.58
	Lead Technical Writer/Editor	\$110.69	\$112.90	\$115.16	\$117.47	\$119.81
	Project Administrator	\$96.90	\$98.84	\$100.81	\$102.83	\$104.89
	Project Engineer	\$142.64	\$145.49	\$148.40	\$151.37	\$154.40
	Project Manager	\$159.83	\$163.03	\$166.29	\$169.61	\$173.01
	Project Manager, Environmental Protection	\$204.11	\$208.19	\$212.36	\$216.60	\$220.94
	Project Manager, Regulatory Compliance	\$157.59	\$160.74	\$163.96	\$167.24	\$170.58
	Regulatory Compliance Engineer I	\$80.44	\$82.05	\$83.69	\$85.36	\$87.07
	Regulatory Compliance Engineer II	\$88.68	\$90.45	\$92.26	\$94.11	\$95.99
	Regulatory Compliance Engineer III	\$105.98	\$108.10	\$110.26	\$112.47	\$114.72
	Regulatory Compliance Engineer IV	\$119.94	\$122.34	\$124.79	\$127.28	\$129.83
	Regulatory Compliance Engineer V	\$141.61	\$144.44	\$147.33	\$150.28	\$153.28
	Risk Analyst I	\$75.34	\$76.85	\$78.38	\$79.95	\$81.55
	Risk Analyst II	\$89.03	\$90.81	\$92.63	\$94.48	\$96.37
	Risk Analyst III	\$101.01	\$103.03	\$105.09	\$107.19	\$109.34
	Risk Analyst IV	\$126.29	\$128.82	\$131.39	\$134.02	\$136.70
	Risk Analyst V	\$161.48	\$164.71	\$168.00	\$171.36	\$174.79
	Senior Department Manager	\$181.67	\$185.30	\$189.01	\$192.79	\$196.65
	Senior Designer	\$87.56	\$89.31	\$91.10	\$92.92	\$94.78
	Senior Drafter/CAD Operator	\$83.08	\$84.74	\$86.44	\$88.17	\$89.93
	Senior Engineer	\$120.56	\$122.97	\$125.43	\$127.94	\$130.50
	Senior Estimator	\$101.84	\$103.88	\$105.95	\$108.07	\$110.23
	Senior Group Leader	\$133.45	\$136.12	\$138.84	\$141.62	\$144.45
	Senior Project Controller	\$109.28	\$111.47	\$113.69	\$115.97	\$118.29
	Senior Project Manager	\$180.98	\$184.60	\$188.29	\$192.06	\$195.90
	Senior Technical Editor/Writer I2	\$77.06	\$78.60	\$80.17	\$81.78	\$83.41
	Technical Clerical (Admin Assistant II)	\$60.25	\$61.46	\$62.68	\$63.94	\$65.22
	Technical Clerical (Admin Assistant III)	\$53.37	\$54.44	\$55.53	\$56.64	\$57.77

	Technical Writer/Editor	\$60.15	\$61.35	\$62.58	\$63.83	\$65.11
SIN(s)	C874-1, C874-1RC					
	Administrative Assistant	\$45.36	\$46.27	\$47.19	\$48.14	\$49.10
	Management Consultant II	\$184.25	\$187.94	\$191.69	\$195.53	\$199.44
	Management Consultant III	\$206.07	\$210.19	\$214.40	\$218.68	\$223.06
	Program Manager II	\$173.76	\$177.24	\$180.78	\$184.40	\$188.08
	Project Controls	\$103.57	\$105.64	\$107.75	\$109.91	\$112.11
	Sr Project Manager	\$136.28	\$139.01	\$141.79	\$144.62	\$147.51
	Technical Expert I / Advisor I L1	\$128.14	\$130.70	\$133.32	\$135.98	\$138.70
	Technical Expert II / Advisor II L2	\$179.52	\$183.11	\$186.77	\$190.51	\$194.32
SIN(s)	C871-1, C871-1RC, C871-2, C871-2RC, C871-3, C871-3RC, C871-4, C871-4RC, C871-5, C871-5RC, C871-6, C871-6RC					
	Assistant Engineer	\$65.60	\$66.91	\$68.25	\$69.62	\$71.01
	Associate Engineer	\$82.58	\$84.23	\$85.92	\$87.63	\$89.39
	Chemical Engineer - Junior Level	\$52.34	\$53.39	\$54.45	\$55.54	\$56.65
	Chemical Engineer - Mid Level	\$65.60	\$66.91	\$68.25	\$69.62	\$71.01
	Chemical Engineer - Senior Level	\$85.53	\$87.24	\$88.99	\$90.77	\$92.58
	Civil Engineer - Junior Level	\$60.22	\$61.42	\$62.65	\$63.91	\$65.18
	Civil Engineer - Mid Level	\$73.30	\$74.77	\$76.26	\$77.79	\$79.34
	Civil Engineer - Senior Level	\$98.61	\$100.58	\$102.59	\$104.65	\$106.74
	Clerk - Junior Level	\$25.02	\$25.52	\$26.03	\$26.55	\$27.08
	Clerk - Mid Level	\$33.78	\$34.46	\$35.14	\$35.85	\$36.56
	Clerk - Senior Level	\$37.02	\$37.76	\$38.52	\$39.29	\$40.07
	Contracts Manager	\$116.30	\$118.63	\$121.00	\$123.42	\$125.89
	Department Manager	\$156.52	\$159.65	\$162.84	\$166.10	\$169.42
	Design Specialist	\$124.24	\$126.72	\$129.26	\$131.84	\$134.48
	Designer	\$65.17	\$66.47	\$67.80	\$69.16	\$70.54
	Designer - Junior Level	\$35.90	\$36.62	\$37.35	\$38.10	\$38.86
	Designer - Mid Level	\$44.97	\$45.87	\$46.79	\$47.72	\$48.68
	Designer - Senior Level	\$54.75	\$55.85	\$56.96	\$58.10	\$59.26
	Document Control Clerk	\$52.87	\$53.93	\$55.01	\$56.11	\$57.23
	Drafter - Junior Level	\$29.92	\$30.52	\$31.13	\$31.75	\$32.39
	Drafter - Mid Level	\$36.46	\$37.19	\$37.93	\$38.69	\$39.47
	Drafter - Senior Level	\$44.97	\$45.87	\$46.79	\$47.72	\$48.68
	Electrical Engineer - Junior Level	\$73.30	\$74.77	\$76.26	\$77.79	\$79.34
	Electrical Engineer - Mid Level	\$84.16	\$85.84	\$87.56	\$89.31	\$91.10

	Electrical Engineer - Senior Level	\$100.69	\$102.70	\$104.76	\$106.85	\$108.99
	Engineer	\$98.61	\$100.58	\$102.59	\$104.65	\$106.74
	Engineering Supervisor - Junior Level	\$149.04	\$152.02	\$155.06	\$158.16	\$161.33
	Engineering Supervisor - Mid Level	\$175.74	\$179.25	\$182.84	\$186.50	\$190.23
	Engineering Supervisor - Senior Level	\$200.28	\$204.29	\$208.37	\$212.54	\$216.79
	Environmental Engineer - Junior Level	\$51.93	\$52.97	\$54.03	\$55.11	\$56.21
	Environmental Engineer - Mid Level	\$65.60	\$66.91	\$68.25	\$69.62	\$71.01
	Environmental Engineer - Senior Level	\$86.13	\$87.85	\$89.61	\$91.40	\$93.23
	Estimator	\$77.04	\$78.58	\$80.15	\$81.76	\$83.39
	Geotechnical Engineer - Junior Level	\$60.22	\$61.42	\$62.65	\$63.91	\$65.18
	Geotechnical Engineer - Mid Level	\$73.30	\$74.77	\$76.26	\$77.79	\$79.34
	Geotechnical Engineer - Senior Level	\$98.50	\$100.47	\$102.48	\$104.53	\$106.62
	Graphic Designer	\$66.02	\$67.34	\$68.69	\$70.06	\$71.46
	Group Leader	\$124.24	\$126.72	\$129.26	\$131.84	\$134.48
	Group Leader (Estimating)	\$124.24	\$126.72	\$129.26	\$131.84	\$134.48
	Health & Safety Engineer - Junior Level	\$73.30	\$74.77	\$76.26	\$77.79	\$79.34
	Health & Safety Engineer - Mid Level	\$83.29	\$84.96	\$86.65	\$88.39	\$90.16
	Health & Safety Engineer - Senior Level	\$100.69	\$102.70	\$104.76	\$106.85	\$108.99
	Junior Drafter	\$29.92	\$30.52	\$31.13	\$31.75	\$32.39
	Lead Designer	\$108.24	\$110.40	\$112.61	\$114.87	\$117.16
	Lead Project Controller	\$153.60	\$156.67	\$159.81	\$163.00	\$166.26
	Lead Technical Writer/Editor	\$112.52	\$114.77	\$117.07	\$119.41	\$121.80
	Manufacturing Engineer - Junior Level	\$100.69	\$102.70	\$104.76	\$106.85	\$108.99
	Manufacturing Engineer - Mid Level	\$116.21	\$118.53	\$120.90	\$123.32	\$125.79
	Manufacturing Engineer - Senior Level	\$133.29	\$135.96	\$138.67	\$141.45	\$144.28
	Mechanical Engineer - Junior Level	\$60.22	\$61.42	\$62.65	\$63.91	\$65.18
	Mechanical Engineer - Mid Level	\$73.30	\$74.77	\$76.26	\$77.79	\$79.34

	Mechanical Engineer - Senior Level	\$100.69	\$102.70	\$104.76	\$106.85	\$108.99
	Process Engineer - Junior Level	\$100.69	\$102.70	\$104.76	\$106.85	\$108.99
	Process Engineer - Mid Level	\$116.21	\$118.53	\$120.90	\$123.32	\$125.79
	Process Engineer - Senior Level	\$133.29	\$135.96	\$138.67	\$141.45	\$144.28
	Program Manager - Mid Level	\$151.17	\$154.19	\$157.28	\$160.42	\$163.63
	Program Manager - Senior Level	\$175.74	\$179.25	\$182.84	\$186.50	\$190.23
	Project Administrator	\$99.07	\$101.05	\$103.07	\$105.13	\$107.24
	Project Analyst - Junior Level	\$36.07	\$36.79	\$37.53	\$38.28	\$39.04
	Project Analyst - Mid Level	\$44.77	\$45.67	\$46.58	\$47.51	\$48.46
	Project Analyst - Senior Level	\$55.06	\$56.16	\$57.28	\$58.43	\$59.60
	Project Control Engineer - Junior Level	\$98.11	\$100.07	\$102.07	\$104.12	\$106.20
	Project Control Engineer - Mid Level	\$116.21	\$118.53	\$120.90	\$123.32	\$125.79
	Project Control Engineer - Senior Level	\$133.77	\$136.45	\$139.17	\$141.96	\$144.80
	Project Engineer	\$145.26	\$148.17	\$151.13	\$154.15	\$157.23
	Project Engineer - Junior Level	\$65.60	\$66.91	\$68.25	\$69.62	\$71.01
	Project Engineer - Mid Level	\$73.30	\$74.77	\$76.26	\$77.79	\$79.34
	Project Engineer - Senior Level	\$98.61	\$100.58	\$102.59	\$104.65	\$106.74
	Project Manager	\$163.91	\$167.19	\$170.53	\$173.94	\$177.42
	QA Engineer - Junior Level	\$60.22	\$61.42	\$62.65	\$63.91	\$65.18
	QA Engineer - Mid Level	\$73.30	\$74.77	\$76.26	\$77.79	\$79.34
	QA Engineer - Senior Level	\$100.69	\$102.70	\$104.76	\$106.85	\$108.99
	Senior Department Manager	\$188.21	\$191.97	\$195.81	\$199.73	\$203.72
	Senior Designer	\$90.14	\$91.94	\$93.78	\$95.66	\$97.57
	Senior Drafter/CAD Operator	\$85.54	\$87.25	\$89.00	\$90.78	\$92.59
	Senior Engineer	\$122.96	\$125.42	\$127.93	\$130.49	\$133.10
	Senior Estimator	\$105.55	\$107.66	\$109.81	\$112.01	\$114.25
	Senior Project Controller	\$113.89	\$116.17	\$118.49	\$120.86	\$123.28
	Senior Project Manager	\$191.06	\$194.88	\$198.78	\$202.75	\$206.81
	Senior Technical Writer/Editor	\$78.80	\$80.38	\$81.98	\$83.62	\$85.30
	Technical Clerical (Admin Assistant II)	\$62.20	\$63.44	\$64.71	\$66.01	\$67.33
	Technical Clerical (Admin Assistant III)	\$54.59	\$55.68	\$56.80	\$57.93	\$59.09
	Technical Writer/Editor	\$61.55	\$62.78	\$64.04	\$65.32	\$66.62
	Test Engineer - Junior Level	\$111.94	\$114.18	\$116.46	\$118.79	\$121.17
	Test Engineer - Mid Level	\$133.00	\$135.66	\$138.37	\$141.14	\$143.96





Test Engineer - Senior Level	\$151.87	\$154.91	\$158.01	\$161.17	\$164.39
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**Service Contract Act:** The Service Contract Act (SCA) is applicable to this contract as it applies to the entire Consolidated Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the contractor adds SCA labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Labor Category	Position Description
Air Quality Engineer I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Air Quality Engineer II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Air Quality Engineer III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Air Quality Engineer IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.

Air Quality Engineer V	10 – 17 years’ experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Associate Engineer I	Bachelor Degree and 5 years’ experience; Master’s Degree and 3 years’ experience; and Ph.D. and 1 years’ experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years’ relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Contracts Manager	Bachelor Degree and 10 years’ experience; Master’s Degree and 5 years’ experience; and Ph.D. and 3 years’ experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Department Manager	Minimum of 15 years’ experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Design Consultant	10 – 17 years’ experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Design Specialist	Bachelor Degree and 7 years’ experience; Master’s Degree and 5 years’ experience; and Ph.D. and 3 years’ experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.

Designer	Bachelor Degree and 5 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience, or High School Graduate and 12 years' minimum experience. Perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Document Control Clerk	High school graduate with 6 or more years' relevant experience. Additional education may be substituted for experience.
Engineer	Bachelor Degree and 8 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Environmental Consultant I	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Environmental Consultant II	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Environmental Consultant III	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Environmental Protection Engineer I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.

Environmental Protection Engineer II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Environmental Protection Engineer III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Environmental Protection Engineer IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Environmental Protection Engineer V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Environmental Scientist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Environmental Scientist II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for

	review by the Project Manager or more senior employees.
Environmental Scientist III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Environmental Scientist IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Environmental Scientist V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Estimator	Bachelor Degree and 6 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Geologist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.

Geologist II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Geologist III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Geologist IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Geologist V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Graphic Designer	Bachelor Degree and 2 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 years' relevant experience may be accepted. Grade 13 is the mid-level for technical skills. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Group Leader	Bachelor Degree and 10 years' experience; Master's Degree and 8 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.



Group Leader (Estimating)	Bachelor Degree and 10 years' experience; Master's Degree and 8 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Hydrogeologist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Hydrogeologist II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Hydrogeologist III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Hydrogeologist IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.

Hydrogeologist V	10 – 17 years’ experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Industrial Hygienist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years’ experience; Master’s Degree and 1 years’ experience, or High School Graduate and 5 - 8 years’ minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Industrial Hygienist II	Bachelor Degree and 3 years’ experience; Master’s Degree and 1 years’ experience; and Ph.D. and 0 years’ experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years’ relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Industrial Hygienist III	Bachelor Degree and 5 years’ experience; Master’s Degree and 3 years’ experience; and Ph.D. and 1 years’ experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Industrial Hygienist IV	Bachelor Degree and 7 years’ experience; Master’s Degree and 5 years’ experience; and Ph.D. and 3 years’ experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Industrial Hygienist V	10 – 17 years’ experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.



Junior Drafter	Graduate-to-two years' drafting or CAD experience. Performs simple drafting and/or CAD assignments from sketches or "red line" drawings; makes legible hand sketches of field conditions; performs work under daily supervision. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Lead Designer	Bachelor Degree and 8 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Lead Project Controller	10 – 15 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Lead Technical Writer/Editor	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Project Administrator	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Project Engineer	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Project Manager	Minimum of 10 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. Leads projects and manages scope, schedule and budget. Provides senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Project Manager, Environmental Protection	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. Provides senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues. Leads complex projects related to environmental protection.

Project Manager, Regulatory Compliance	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. Provides senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues. Leads complex projects related to Regulatory Compliance.
Regulatory Compliance Engineer I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Regulatory Compliance Engineer II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Regulatory Compliance Engineer III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Regulatory Compliance Engineer IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Regulatory Compliance Engineer V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.

Risk Analyst I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Risk Analyst II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Risk Analyst III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Risk Analyst IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Risk Analyst V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Senior Department Manager	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.

Senior Designer	Bachelor Degree and 8 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Senior Drafter/CAD Operator	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Senior Engineer	Bachelor Degree and 10 years' experience; Master's Degree and 7 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Senior Estimator	Bachelor Degree and 8 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Senior Group Leader	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Senior Project Controller	Bachelor Degree and 10 years' experience; Master's Degree and 7 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.

Senior Project Manager	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Senior Technical Editor/Writer <sup>12</sup>	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Technical Clerical (Admin Assistant II)	High school graduate with 5 or more years' relevant experience. Additional education may be substituted for experience.
Technical Clerical (Admin Assistant III)	High school graduate with 3 or more years' relevant experience. Additional education may be substituted for experience.
Technical Writer/Editor	Three years' technical experience; proven writing skills. Prepares and/or edits technical documents, contract specifications, reports and studies in accordance with applicable style manuals. Coordinates the review of documents; incorporates comments; and prepares final documents for approval and release. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Administrative Assistant	<ul style="list-style-type: none"> <li>• Three or more years of experience previous administrative experience. Must be familiar with general computer use, email, electronic calendars, word processing applications, etc.</li> <li>• Works on routine and non-routine administrative duties with minimal supervision. Duties include composing and typing routine correspondence, copying and filing correspondence, answering telephone and providing information to callers or routing calls to appropriate team member. Routes incoming mail and faxes for employees and managers. Schedules appointments and coordinates itineraries. Arranges travel schedules and reservations as necessary. May work on company/client sensitive information.</li> <li>• High school education or GED required.</li> </ul>

<p>Mgmt Consultant II</p>	<ul style="list-style-type: none"> <li>• Leads group in design of project solutions, task/scheduling review, and performance tracking. Consults with client to review and assess needs, define requirements, make recommendations for implementation, and develop solutions. Supervises administrative and technical staff. Responsible for project deliverables and all critical aspects of program management including, but not limited to, budgeting, scheduling, performance review, costing, quality control, and risk management. Works directly with client. Reports and communicates project status regularly to client and other more senior managers as required.</li> <li>• Position requires Master’s Degree in a technical related field (engineering, physical sciences, etc.) and 15+ years’ previous experience progressively responsible positions, including five years in management. Previous work experience may be substituted for education requirements.</li> </ul>
<p>Mgmt Consultant III</p>	<ul style="list-style-type: none"> <li>• Leads group in design of project solutions, task/scheduling review, and performance tracking. Consults with client to review and assess needs, define requirements, make recommendations for implementation, and develop solutions. Supervises administrative and technical staff. Responsible for project deliverables and all critical aspects of program management including, but not limited to, budgeting, scheduling, performance review, costing, quality control, and risk management. Works directly with client. Reports and communicates project status regularly to client and other more senior managers as required.</li> <li>• Position requires Master’s Degree in a technical related field (engineering, physical sciences, etc.) and 20+ years’ previous experience progressively responsible positions, including five years in management. Previous work experience may be substituted for education requirements.</li> </ul>
<p>Program Manager II</p>	<ul style="list-style-type: none"> <li>• 15+ years of previous project and/or program management experience.</li> <li>• This position will maintain overall responsibility for the leadership, execution, performance, management, and completion of the various large customer programs.</li> <li>• Manage contract support operations with no supervision, handle multiple types of mid to large-scale programs (programs typically more than \$1,000,000 in scope) involving multiple projects and personnel. Organize, direct and coordinate planning and production of all contract support activities. Demonstrates a high level of communication skills with all levels of management. Establishes and alters (as necessary) the management structure to effectively direct contract and technical support activities. Makes assignments, schedules and reviews the work of subordinates. Ensures conformance to task and contract provisions. Interprets policies, purposes, and goals of the organization for subordinates. Assists and directs subordinates in technical policy, designs and resolutions as necessary.</li> <li>• Specific responsibilities include the technical, schedule, and budget requirements, in accordance with the customer contract, and compliance with applicable FAR &amp; DFAR regulations.</li> <li>• Bachelor degree in a related technical field.</li> </ul>



Project Controls	<ul style="list-style-type: none"> <li>• Works under general supervision to provide skilled technical/ accounting, project analysis and program management to ensure budget control, accurate and timely contractor payments, and document review and control. Work with the accounting, budgeting services, purchasing, administrative services, and program management team. Provide routine and specialized financial reports to various departments.</li> <li>• Develops individual project budgets, updates budgets based on project implementation estimates, independent professional estimates, and contractor bids; examines estimates of material, equipment services, production costs, performance requirements, and delivery schedules to ensure accuracy and completeness; reviews contractor payment applications to ensure compliance with contract terms, notifies contractor if any documents are missing or additional information is needed. Advises management of contractual rights and obligations. Coordinates/communicates with project managers regarding project status changes that affect financials. Maintains budgets, committed contracts, and payments in designated systems and reconciles as needed with the company's accounting program.</li> <li>• Position typically requires a Bachelor Degree and 4+ years of previous work experience. A person without a Bachelor Degree can substitute 4 years of previous work experience for educational requirements.</li> </ul>
Sr Project Manager	<ul style="list-style-type: none"> <li>• Working under no supervision is responsible for project and business management of a project or multiple projects, including contractual requirements, development and coordination of schedules and budgets, management of direct and support staff, procurement of materials, etc.</li> <li>• Handles multiple types of mid to large-scale environmental, engineering and/or architectural projects (projects typically more than \$250,000 in scope).</li> <li>• Plans and directs highly technical projects within his/her field of expertise. Directs the completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates. Interfaces with management personnel and produces written and oral reports.</li> <li>• Develops and coordinates schedules, budgets, subcontractors, etc. as needed. Ensures project has obtained approvals, permits, etc. as required by federal, state, and/or local regulations and codes and is conducted in accordance with applicable regulations and standards.</li> <li>• Position requires Bachelor Degree in an accepted engineering or technical discipline and typically requires 15+ years of previous project management, engineering or architecture experience. Previous project work experience may be substituted for education requirements.</li> </ul>

<p>Technical Expert I / Advisor I L1</p>	<ul style="list-style-type: none"> <li>• Work under no supervision in the performance of highly specialized technical related duties. Work typically performed requires either special training or knowledge not readily possessed in the field. Work is typically classified and may support National Security interests.</li> <li>• Performs various levels of specialized, one-of-a-kind, complex/non-routine technical work for customers. May work individually or lead project efforts, as needed.</li> <li>• Performs various engineering functions, calculations, etc., to accomplish tasks. Develop technical reports, analyze field data, write/develop software, and review technical operations. Applies technical direction and expertise in areas that may support National Security Interests. Obtains permits, drafts work plans, develops quality plans, interprets and drafts procedures, etc., to comply with state, federal, and DOE Regulations and Orders and other government agency orders and regulations.</li> <li>• Position requires a Bachelor Degree in a technical, engineering, or administrative discipline and 8+ years of previous work experience. Additionally, person typically possesses a training or knowledge that is highly specialized, unique, and/or one-of-a-kind. A person without a Bachelor Degree may substitute 4 years of previous work experience for educational requirements.</li> </ul>
<p>Technical Expert II / Advisor II L2</p>	<ul style="list-style-type: none"> <li>• Work under no supervision in the performance of highly specialized technical related duties. Work typically performed requires either special training or knowledge not readily possessed in the field. Work is typically classified and may support National Security interests.</li> <li>• Performs various levels of specialized, one-of-a-kind, complex/non-routine technical work for customers. May work individually or lead project efforts, as needed.</li> <li>• Performs various engineering functions, calculations, etc., to accomplish tasks. Develop technical reports, analyze field data, write/develop software, and review technical operations. Applies technical direction and expertise in areas that may support National Security Interests. Obtains permits, drafts work plans, develops quality plans, interprets and drafts procedures, etc., to comply with state, federal, and DOE Regulations and Orders and other government agency orders and regulations.</li> <li>• Position requires a Bachelor Degree in a technical, engineering, or administrative discipline and 10+ years of previous work experience. Additionally, person typically possesses a training or knowledge that is highly specialized, unique, and/or one-of-a-kind. A person without a Bachelor Degree may substitute 4 years of previous work experience for educational requirements.</li> </ul>



Assistant Engineer	Minimum/General Experience: Graduate to three years' experience in the applicable engineering discipline. Applies standard engineering tasks and exhibits an excellent understanding and knowledge of applicable codes, specifications, and standards; prepares and coordinates reports, studies, and calculations; checks drawings as required; performs routine calculations; assists in gathering field data and resolving field problems; and works within budgets and schedules. Minimum Education: Bachelor Degree.
Associate Engineer II	Three to five years' experience in the applicable engineering discipline. Applies standard engineering tasks and exhibits a working knowledge of applicable codes; checks and approved designers' and drafters' in their assignments; generally supervised or mentored by an Engineer or functional manager; works within budgets and schedules. Minimum Education: Bachelor Degree and Engineer in Training (E.I.T.) certified or candidate for certification.
Chemical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Chemical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Chemical Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Civil Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Functional responsibility: Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.

Civil Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Functional responsibility: Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Civil Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Functional responsibility: Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Clerk - Junior Level	Two years' experience in an office environment. Carries out assignments on projects. Applies knowledge in a well-defined area in which qualified.
Clerk - Mid Level	Four years' experience in an office environment. Carries out assignments on projects. Applies knowledge in a well-defined area in which qualified.
Clerk - Senior Level	Six years' experience in an office environment. Carries out assignments on projects. Applies knowledge in a well-defined area in which qualified.
Contracts Manager	Ten years' experience in contracts management and/or administration. Functional responsibility: Administers contracts and subordinate tasks in support of Project Managers; provide staff assistance, advice, and contract reviews; exercises independent judgment regarding contractual issues; provides subcontracting support to projects; prepares and issues contract reports; prepares contract issue papers; prepares contract claims; and maintains contract master files. Executes work within budgets and schedules. Minimum Education: Bachelor Degree.
Department Manager	Fifteen years' experience in the engineering or scientific discipline applicable to the position. Functional responsibility: Supervises the activities of technical department. Responsible for employee and departmental performance, budget preparation and goal achievement, and departmental policies and procedures. Minimum Education: Bachelor degree in the engineering discipline applicable to the department and may possess Professional Engineer registration.
Design Specialist	Seven years' design or drafting experience or equivalent comprised of formal technical educational training and practical work experience. Applies standard engineering tasks and exhibits an intimate working knowledge of applicable codes, specifications, and standards; performs sophisticated and complex designs and calculations in accordance with established departmental standards; checks and assists designers and drafters; executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.

Designer	Seven years' experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Designer - Junior Level	Experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Designer - Mid Level	Five years' experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Designer - Senior Level	Seven years' experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Document Control Clerk	Six years' of administrative experience. Tracks all project deliverables and, as directed by the Project Manager, outgoing project correspondence; maintains the Project Master File; assures appropriate control of official and classified documents in project files; and establishes and maintains version/configuration control of project drawings, studies, and reports. Minimum Education: Bachelor Degree or equivalent experience.
Drafter - Junior Level	Graduate to 5 years' experience in a technical drawing environment. Prepares detailed design and construction drawings from survey data, engineering sketches and notes. Performs drawing data reduction using computer-aided design software and reduction of survey notes and engineering calculations. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.
Drafter - Mid Level	Six years' experience in a technical drawing environment. Prepares detailed design and construction drawings from survey data, engineering sketches and notes. Performs drawing data reduction using computer-aided design software and reduction of survey notes and engineering calculations. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.
Drafter - Senior Level	Eight years' experience in a technical drawing environment. Prepares detailed design and construction drawings from survey data, engineering sketches and notes. Performs drawing data reduction using computer-aided design software and reduction of survey notes and engineering calculations. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.

Electrical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Electrical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Electrical Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Engineer	Eight years' of professional experience in one or more engineering disciplines; six years in a technical supervisory position; four years' project management experience. Functional responsibility: Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Engineering Supervisor - Junior Level	Ten years' specialized technical experience in a functional area of expertise. Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree in an engineering discipline.

<p>Engineering Supervisor - Mid Level</p>	<p>Fifteen years' specialized technical experience in a functional area of expertise. Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree in an engineering discipline.</p>
<p>Engineering Supervisor - Senior Level</p>	<p>Twenty years' specialized technical experience in a functional area of expertise. Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree in an engineering discipline.</p>
<p>Environmental Engineer - Junior Level</p>	<p>Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.</p>
<p>Environmental Engineer - Mid Level</p>	<p>Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.</p>
<p>Environmental Engineer - Senior Level</p>	<p>Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.</p>

Estimator	Six years of engineering or estimating experience. In-depth review and analysis of plans, specifications, and drawings; develops orderly and accurate cost/schedule estimates based on sound practice and judgment; prepares bills of material; coordinates and recapitulates estimates. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Geotechnical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Geotechnical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Geotechnical Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Graphic Designer	Two years' experience. Supports projects and proposals with graphic arts and design services; provides advice and assistance regarding page composition and design; assists project personnel in defining requirements for purchased graphic design services; and assists Technical Writer/Editors regarding the integration of designs into documents and publications. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Group Leader	Ten years' of experience in the applicable engineering discipline. Oversees and coordinates the activities of the engineering group. Advises and assists the department manager. Prepares and executes project plans and budgets for the engineering group. Functions as technical lead. Assists in the development of employees. Executes work within budgets and schedules. Minimum Education: Bachelor degree in the applicable engineering discipline and Professional Engineer registration required.



Group Leader (Estimating)	Ten years' of engineering or estimating. Functional responsibility: Oversees and coordinates the activities of the estimating group. Advises and assists the department manager. Prepares and executes project plans and budgets for the estimating group. Functions as technical lead. Assists in the development of employees. Executes work within budgets and schedules. Minimum Education: Bachelor Degree.
Health & Safety Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Health & Safety Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Health & Safety Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Junior Drafter	Graduate-to-two years' drafting or CAD experience. Performs simple drafting and/or CAD assignments from sketches or "red line" drawings; makes legible hand sketches of field conditions; performs work under daily supervision. Executes work within budgets and schedules. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.
Lead Designer	Eight years' design or drafting experience or equivalent comprised of formal technical training and practical work experience. Applies standard engineering tasks and exhibits a working knowledge of applicable codes, specifications, and standards; performs complex designs and calculations in accordance with established departmental standards with a minimum of supervision; checks and assists designers and drafters; gathers field information and solves field problems; executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Lead Project Controller	Ten to fifteen years of experience. Functional responsibility: Provides project administration and tracking services to Project Managers; exercises independent judgment regarding administration of project accounts; provides staff advice and analysis to Project Managers; and serves as the project's interface with the automated project control and accounting systems. Minimum Education: Bachelor Degree.

Lead Technical Writer/Editor	Seven years of engineering or technical experience; proven writing skills. Functional responsibility: Coordinates with the Project Manager/Engineer on the total scope of documents required on the project; prepares labor hour estimates and work scopes for document preparation; oversees the document preparation and production process; resolves complex issues of format and style; provides guidance and assistance to senior technical writer/editor and technical writer/editor; provides staff advice and assistance regarding company-wide correspondence policy and formats. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Manufacturing Engineer - Junior Level	Five years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Manufacturing Engineer - Mid Level	Ten years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Manufacturing Engineer - Senior Level	Fifteen years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Mechanical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Mechanical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.



<p>Mechanical Engineer - Senior Level</p>	<p>Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.</p>
<p>Process Engineer - Junior Level</p>	<p>Five years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.</p>
<p>Process Engineer - Mid Level</p>	<p>Ten years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.</p>
<p>Process Engineer - Senior Level</p>	<p>Fifteen years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.</p>
<p>Program Manager - Mid Level</p>	<p>Fifteen years of progressively responsible technical or managerial experience in one or more engineering disciplines; three years managing large, complex projects involving a large number of people. Functional responsibility: Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree.</p>

<p>Program Manager - Senior Level</p>	<p>Twenty years of progressively responsible technical or managerial experience in one or more engineering disciplines; three years managing large, complex projects involving a large number of people. Functional responsibility: Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree.</p>
<p>Project Administrator</p>	<p>Five years of experience. Tracks project budgets and schedule in the automated project control and accounting systems; provides status and reports to Project Managers; administers project accounts as directed; and provides other project administration assistance to Project Managers as directed. Minimum Education: Bachelor Degree or equivalent experience.</p>
<p>Project Analyst - Junior Level</p>	<p>Two years of specialized technical experience in a functional area of expertise. Carries out assignments on projects. Supports cost estimating, analysis, controls activities, schedule development, and maintenance and monitoring activities as directed. Duties encompass a variety of tasks, allowing some latitude in judgment but remaining in a well-defined area. Minimum Education: BS degree in relevant functional area.</p>
<p>Project Analyst - Mid Level</p>	<p>Four years of specialized technical experience in a functional area of expertise. Carries out assignments on projects. Supports cost estimating, analysis, controls activities, schedule development, and maintenance and monitoring activities as directed. Duties encompass a variety of tasks, allowing some latitude in judgment but remaining in a well-defined area. Minimum Education: BS degree in relevant functional area.</p>
<p>Project Analyst - Senior Level</p>	<p>Six years of specialized technical experience in a functional area of expertise. Carries out assignments on projects. Supports cost estimating, analysis, controls activities, schedule development, and maintenance and monitoring activities as directed. Duties encompass a variety of tasks, allowing some latitude in judgment but remaining in a well-defined area. Minimum Education: BS degree in relevant functional area.</p>
<p>Project Control Engineer - Junior Level</p>	<p>Three years of specialized technical experience in a functional area of expertise. Provides technical leadership in a well-defined technical area in which the individual is recognized as being an authority. Plans, conducts, and supervises projects requiring proven technical area management skills. Establishes technical objectives of projects and establishes and controls schedules and budgets. Minimum Education: BS degree in relevant functional area.</p>
<p>Project Control Engineer - Mid Level</p>	<p>Ten years of specialized technical experience in a functional area of expertise. Provides senior technical leadership in a well-defined technical area in which the individual is recognized as being an authority. Plans, conducts, and supervises projects requiring proven technical area management skills. Establishes technical objectives of</p>

	projects and establishes and controls schedules and budgets. Minimum Education: BS degree in relevant functional area.
Project Control Engineer - Senior Level	Fifteen years of specialized technical experience in a functional area of expertise. Provides senior technical leadership in a well-defined technical area in which the individual is recognized as being an authority. Plans, conducts, and supervises projects requiring proven technical area management skills. Establishes technical objectives of projects and establishes and controls schedules and budgets. Minimum Education: BS degree in relevant functional area.
Project Engineer	Ten years of professional experience in one or more engineering disciplines; six years in a technical supervisory position; four years' project management experience. Functional responsibility: Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Project Engineer - Junior Level	Three years of professional experience in one or more engineering disciplines. Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Project Engineer - Mid Level	Six years of professional experience in one or more engineering disciplines. Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Project Engineer - Senior Level	Nine years of professional experience in one or more engineering disciplines. Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Project Manager	Ten years of engineering experience. Responsible for efficient business management and administrative direction of projects, including contractual commitment, coordination of schedules and budgets, and client contact through the entire project. Minimum Education: Bachelor Degree.
QA Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.

QA Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
QA Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Senior Department Manager	Fifteen years' experience in the engineering or scientific discipline applicable to the position. Supervises the activities of technical department. Responsible for employee and departmental performance, budget preparation and goal achievement, and departmental policies and procedures. Senior Department Managers may be detailed to corporate-level temporary assignments or studies. Minimum Education: Bachelor degree in the engineering discipline applicable to the department.
Senior Designer	Eight years' design or drafting experience or equivalent comprised of formal technical training and practical work experience. Applies standard engineering tasks and exhibits a working knowledge of applicable codes; performs complicated designs and calculations in accordance with established department standards; checks and assists designers and drafters; and works within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Senior Drafter/CAD Operator	Five years of design and/or drafting experience. Prepares drawings from sketches, descriptions, and instructions; makes revisions to existing drawings from verbal explanations and revises complex drawings from sketches; understands and observes all department drafting and CAD standards; independently resolves most drafting or CAD production problems; proficient in the use of field equipment and may supervise the gathering of field data and field reports; and provides guidance and assistance to drafters and junior drafters. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Senior Engineer	Ten years' engineering experience in the applicable engineering discipline. Functional responsibility: Performs sophisticated and complex designs, studies, and calculations; independently evaluates the selection and/or modification of standard techniques, procedures, criteria, and systems to meet project goals; prepares and coordinates reports, studies, and calculations; performs engineering checks; assists the project engineer and department manager as necessary; and executes work within budgets and schedules. Minimum Education: Bachelor Degree.
Senior Estimator	Eight years of engineering or estimating experience. In-depth review and analysis of plans, specifications, and drawings; develops orderly and accurate cost/schedule estimates based on sound practice and judgment; prepares bills of material; and coordinates and recapitulates

	estimates. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Senior Project Controller	Ten years of experience. Provides project administration and tracking services to Project Managers; exercises independent judgment regarding administration of project accounts; provides staff advice, assistance, and analysis to Project Managers; and serves as the project's interface with the automated project control and accounting systems. Minimum Education: Bachelor Degree or equivalent experience.
Senior Project Manager	Fifteen years of engineering experience. Manages major and/or multiple projects; assists project managers; assumes a lead role in the conceptual planning phase of projects; responsible for the development and successful execution of project plans, requirements, budgets, schedules, reports, and the contractual commitment as well as the attainment of project goals and objectives. Minimum Education: Bachelor Degree.
Senior Technical Writer/Editor	Seven years' technical experience; proven writing skills. Prepares and edits complex technical documents, contract specifications, reports, and studies in accordance with applicable style manuals. Independently resolves issues of format and style; brings issues regarding content to the attention of the author; coordinates and tracks the review process; incorporates review comments into documents; and prepares final documents for approval and release. Assists technical writers/editors as necessary. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Technical Clerical (Admin Assistant II)	High school graduate with 5 or more years' relevant experience. Additional education may be substituted for experience.
Technical Clerical (Admin Assistant III)	High school graduate with 3 or more years' relevant experience. Additional education may be substituted for experience.
Technical Writer/Editor	Three years' technical experience; proven writing skills. Prepares and/or edits technical documents, contract specifications, reports, and studies in accordance with applicable style manuals. Coordinates the review of documents; incorporates comments; and prepares final documents for approval and release. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Test Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Test Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.



Test Engineer -  
Senior Level

Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.