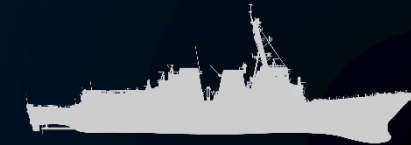


Engineer I – Band B



Minimum Experience:

0 years
BS degree

Knows fundamental concepts of a particular field of specialization. Uses established procedures and works under immediate supervision on new aspects of assignments. Work is carried out following specific, detailed instruction. Possesses only rudimentary knowledge of the shipbuilding/ship repair industry, if any.

Performs assignments designed to develop professional engineering work knowledge and abilities by applying standard techniques, procedures, and criteria. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives. All work requires review by supervision. Almost no latitude for unilateral action or decision. Works on assigned tasks only.

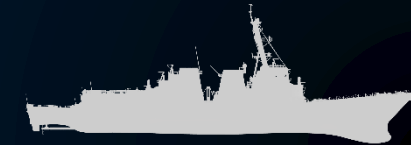
Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes. Works small projects or subsets of functional area assignments under direct guidance of a more senior engineer.

Knowledge

General
Characteristics

Typical
Responsibilities

Engineer II – Band C



Minimum Experience:

1 year (BS degree)

0-1 year (MS degree)

Understands and applies the fundamental concepts, practices, and procedures of a particular field of specialization. Performs work that is varied and that may be difficult in character but usually involves limited responsibility. Assistance is furnished on unusual problems and work is reviewed for soundness of technical judgment, overall adequacy, and accuracy. Able to work most routine aspects independently. Works under general supervision. Follows established procedures.

Applies standard engineering techniques, procedures, and criteria. Assignments have clear and specified objectives and require the investigation of a limited number of variables. Most work requires review by supervision; has minimal latitude for unilateral action or decision. Works assigned tasks but shows some ability to recognize and complete additional or associated functions.

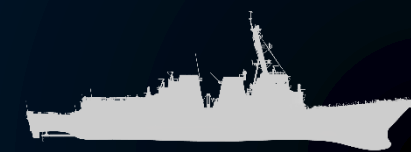
Performs work which involves conventional types of investigations and analysis. Assignments usually include one or more of the following: design and development, test of materials, preparation of specifications, process study, research, report preparation, and other activities of limited scope. Functions as cognizant engineer for several relatively simple projects or functional area assignments or for a small number of moderately complex projects or assignments.

Knowledge

General
Characteristics

Typical
Responsibilities

Engineer III – Band D



Minimum Experience:
3 years (BS degree)
0-3 years (MS degree)

Possesses and applies to the completion of moderately difficult assignments a broad knowledge of principles, practices, and procedures of a particular field of specialization. Works under general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy in meeting objectives.

As a fully competent engineer in all conventional aspects of the functional area, plans and conducts work requiring independent evaluation, selection, and substantial adaptation and modification of standard techniques, procedures, and criteria. Some work requires review by supervision with a good deal of latitude for unilateral action or decision. Readily recognizes and acts on additional or associated functions.

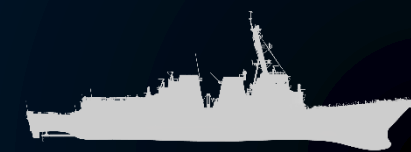
Plans, schedules, conducts, or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work which involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of related specialties. Functions as cognizant engineer for an average number of complex projects or functional area assignments or for a smaller number of less complex projects or assignments.

Knowledge

General Characteristics

Typical Responsibilities

Senior Engineer – Band E



Minimum Experience:

5 years

Professional Engineer license

Possesses and applies to the completion of difficult assignments a comprehensive knowledge of a particular field of specialization. May cross fields. Under general supervision, plans, conducts and supervises assignments or projects. Reviews progress and evaluates results. Recommends changes in procedures. Completed work is reviewed from a relatively long-term perspective for desired results.

Knowledge

Applies extensive and diversified knowledge of engineering principles and practices in broad areas of assignments and projects. Makes decisions independently on engineering problems and methods and participates in planning and coordinating work. Requires the use of advanced techniques and the modification of and extension of theories, precepts, and practices of the field and related disciplines. Only the most important work requires review by supervision. Has much latitude for unilateral action or decision. Operates proactively in accepting ownership and driving to satisfactory completion all tasks associated with or related to projects or functional area assignments.

General
Characteristics

Functions as cognizant engineer for a large number of more complex projects or functional area assignments or for a smaller number of projects or assignments of increased complexity.

- a) In a project leader capacity, plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features.
- b) As individual contributor, carries out complex or novel assignments requiring the development of new or improved techniques and procedures. Assesses the feasibility and soundness of proposed products, equipment, or engineering evaluation tests.

Typical
Responsibilities