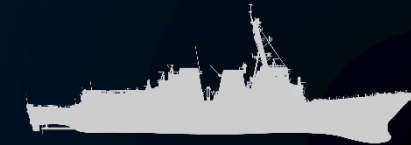


Engineer Supervisor – Band D



Minimum Experience:

7 years OR

5 years (BS degree)

- Directly supervises nonexempt and/or entry level exempt or hourly employees using established policies and precedents.
- Recommends modifications to processes and operating policies.
- Administers and executes labor agreements, policies and procedures that typically affect individual subordinate employees.
- Work is reviewed for adequacy in meeting specific objectives.

- Monitors daily operations of a group or team; actively assists and directs subordinates as required.
- Provides discipline-specific technical authority.
- Fosters a constructive and motivating work environment based on teaming; effectively coaches employees.
- Monitors cost and schedule performance and reports issues to upper management.
- May support operational tasks across organizational units.

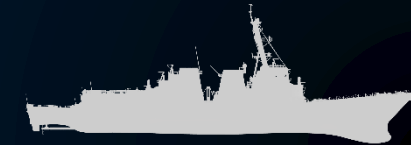
- Assigns work and ensures that tasks are safely completed on schedule and within budget and meet quality objectives by following established procedures, rules and plans.
- Responsible for employee development and performance management; ensures proper administration or resolution of employee complaints and grievances; ensures proper time accounting for subordinates.
- Frequent contacts with internal personnel and external customer representatives at equivalent management levels concerning operations or scheduling of specific phases of product development.

Leadership Role

Technical Involvement

Typical Responsibilities

Engineer Supervisor – Band E



Minimum Experience:
8 years (BS degree) OR
10 years

- Often leads a centralized functional activity and is recognized as an expert in the function.
- Recommends modifications to processes and operating policies.
- Administers and executes labor agreements, policies and procedures that typically affect individual subordinate employees.
- Provides direction to subordinates based on general policies and management guidance.
- Work is reviewed for adequacy in meeting objectives.

Leadership Role

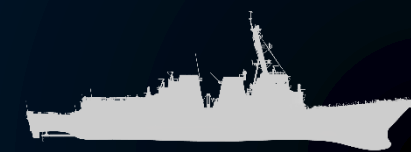
- Monitors daily operations of a group or team and actively assists, or provides direction to, subordinates as required. Applies broad knowledge of ship design and construction processes; supports operational tasks across organizational units.
- Actively involved in daily operations to meet schedules or to resolve complex problems within a group; uses Earned Value Management techniques to ensure the ability to meet cost and schedule.
- Coaches and mentors employees and supervisors.

Technical Involvement

- Ensures that projects are safely completed on schedule and within budget and meet quality objectives by following established procedures, rules and plans.
- Ensures proper administration or resolution of employee complaints and grievances.
- Liaison normally involves specific phases of a project or operation.
- Frequent contacts with internal personnel and external customer representatives at equivalent management levels concerning operations or scheduling of specific phases of projects or contracts.

Typical Responsibilities

Engineering Section Manager– Band F



Minimum Experience:
12 years (BS degree) OR
15 years

- Interprets and executes labor agreements, policies and procedures that typically affect subordinate organizational units.
- Responsible for influencing modifications to processes and operating policies.
- Provides guidance to subordinates based on organizational goals and company policy.
- Accomplishes results through subordinate supervisors, or exempt specialist employees.

- Responsible for all tasks and projects assigned to the organizational unit. Understands the interfaces across organizational units.
- Acts as an advisor to subordinate supervisors or staff members to meet schedules or resolve technical or operational problems.
- Directly participates in establishing and administering many centralized functional projects; uses Earned Value Management techniques to ensure the ability to meet cost and schedule.
- Develops and administers budgets, schedules, and performance standards.

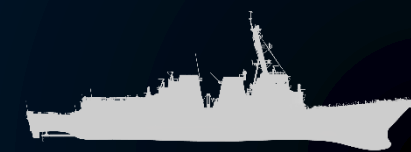
- Responsible for the execution of plans and employee relations within the organizational unit.
- Responsible for ensuring the health, safety, and proper management of employees, including the proper administration of employee complaints and grievance and hiring new employees.
- Coordinates directly and frequently inter-organizationally concerning projects, operational decisions, scheduling requirements, or contractual clarifications.
- Conducts briefings and technical meetings for internal and external representatives.

Leadership Role

Technical Involvement

Typical Responsibilities

Engineering Manager – Band G



Minimum Experience:
15 years (BS degree) OR
20 years

- Operational leader of a business function or a functional section within the Department. Approves operating policies and process improvements that affect subordinate organizational units.
- Interprets, executes, and recommends modifications to labor agreements and organizational policies.
- Establishes organizational objectives, structures and supervisory relationships, subject to top management approval.

- Technical expert with extensive knowledge in their functional area; able to collaborate across organizational units.
- Develops and clearly articulates vision and direction; delegates most daily operational activities.
- Employs management control systems and procedures to achieve desired outcomes.
- Uses Earned Value Management techniques to ensure the ability to meet cost and schedule and may serve as cost account manager.
- Ensures that overall budgets, schedules, and performance standards are realistically set and attained.
- Responsible for succession planning.

- Responsible for manpower planning, resource management and employee relations associated with a major business function.
- Ensures the safe and effective use of employee skills and abilities; responsible for hiring new employees. Sets priorities and solves problems.
- Represents the organizational unit as prime internal and external contact on contracts or operations.
- Conducts briefings and technical meetings for top management and customer representatives; interacts with equivalent level managers concerning matters of significance to the company.

Leadership Role

Technical Involvement

Typical Responsibilities