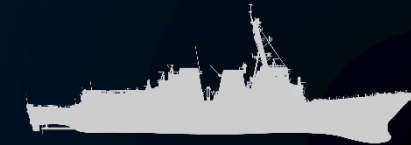


# Frontline Supervisor I



**Minimum Experience:**  
0-2 years

**Target Supervisory Experience:**  
1-5 years

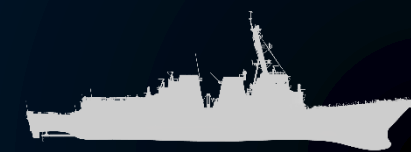
Knowledge of safety rules and procedures	Basic EVMS proficiency
Basic trade skills and process knowledge	WFM proficiency
Basic knowledge of WO system and POW/POD	Capable of mentoring new mechanics
Provides safety leadership; models safe practices	Runs an effective muster
Communicates regularly with crew	Sets reasonable goals and expectations for mechanics
Collaborates across departments to minimize rework	Conducts routine follow-up with mechanics
Operational Supervisor Leadership Program (OSLP)	Conflict resolution and problem solving (A3)
Muster 1 training	BIW I Shipbuilder Leadership

Demonstrated Skills

Leadership Characteristics

Professional Development

# Frontline Supervisor II



**Minimum Experience:**  
5 years

**Target Supervisory Experience:**  
5-10 years

In-depth safety knowledge; active on Safety Action Team

Advanced trade skills and processes

Proficient in WO system, management reports, and POW/POD

Proficient in EVMS; uses data for manning and goal setting

Provides effective coaching to mechanics and peers

Demonstrated Skills

Provides strong safety leadership

Leads effective muster with clear communication of goals

Actively and consistently follows-up with mechanics

Sets challenging expectations; motivates and supports crew

Works with other trade/area representatives for best outcomes

Consistent "Can-Do" attitude that motivates the crew

Leadership Characteristics

Facilitation skills course

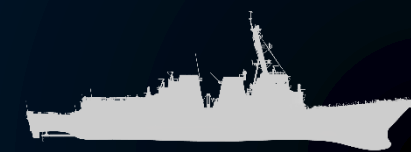
Technical certification or coursework

Participation in safety committees or cross-functional teams

BIW II Deckplate Leadership

Professional Development

# Frontline Supervisor III



**Minimum Experience:**  
8 years in supervision with degree  
OR  
10 years in the trades

**Target Supervisory Experience:**  
8-20 years

Recognized safety expert; resource for others across the trades  
Outstanding trade knowledge; trains supervisors and mechanics  
Thorough knowledge of WO system, reports, and POW/POD

Thorough EVMS proficiency; consistently applies data to decision-making  
Mentors new supervisors in technical, management, and leadership areas

Demonstrated Skills

Leads safety practices across trades; actively fosters safety culture  
Outstanding communication and leadership skills  
Actively and consistently follows-up with mechanics

Sets challenging expectations; motivates and supports crew  
Leads cross trade/area collaboration to ensure best outcomes  
Positive influence on crew and peers across the organization

Leadership Characteristics

Obtain relevant degree, certification, or qualification  
Participation in professional trade societies / activities

Ongoing course work in leadership, communication, and technical skills  
Cross-departmental or organizational assignments (e.g., planning, multiple areas / trades, shifts)

Professional Development