|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| LEVELS > | Specialist I | Specialist II | Specialist III | Senior Specialist IV | Principal/Fellow V |
| JobKnowledge | Possesses knowledge of basic theories, concepts, practices, and procedures in a specialized field of EH&S. Applies the knowledge to simple work assignments to meet specific objectives. | Possesses knowledge of standard theories, techniques, concepts, and practices of a specific field of EH&S specialization. Applies the knowledge to moderately difficult work assignments. | Possesses a broad knowledge of theories, principles, and techniques in a specific field EH&S, plus good working knowledge of related disciplines. Applies knowledge to a wide variety of difficult work assignments. | Possesses a recognized expertise in theories and principles in the EH&S field, plus a broad knowledge of related disciplines. Applies expertise in a creative and effective way to a broad range of very difficult and complex assignments. | Recognized as a national authority because of original contributions in a specific field of EH&S. Also, recognized as having a wealth of expertise in a wide variety of EH&S disciplines. Applies and/or develops advanced theories, new principles, and concepts. |
| **Job**  **Complexity** | Assists others in conducting studies. Develops solutions to problems of limited scope. Work is generally of a routine nature. Analyzes and interprets trends and patterns using available precedents and guidelines. | Provides solutions to a variety of problems of moderately complexity where analysis of a situation or data requires a review of identifiable factors Exercises judgment within defined procedures and practices to determine appropriate actions. | Provides solutions to a wide variety of difficult problems of very diverse scope where analysis of data requires evaluation of identifiable factors. Exercises judgment within generally defined policies and current regulations in selecting methods and techniques for obtaining optimum solutions. | Develops solutions to a wide range of very complex problems where analysis of various options or approaches requires an in-depth evaluation of many diverse factors. Personally, conducts important investigation of incidents requiring the application of new approaches in the field. Implements the optimum solutions considering policies and current regulations. | Develops solutions to unusually complex problems. Directs major projects demanding the origination and application of new and unique approaches. Also, may personally conduct or oversee very complex incident investigations that are significantly important to the goals and objectives of the organization. |
| **Supervision**  **Required** | Under immediate supervision performs assigned task using standard procedures. Normally receives detailed instructions on all assigned work. | Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. | Works under very general direction. Performs tasks from limited instructions and follows established procedures. Work is reviewed for soundness of technical judgment, compliance with regulations and overall adequacy. May act as lead person or technical advisor on small to medium projects. | Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated and include the responsibility for determining the needs of a project or program. Plans, develops, and coordinates all aspects of the work. May act as lead person on medium to large projects and programs. | Acts independently under only consultative direction. Works with a wide degree of latitude to plan, develop, and direct the organizations EH&S research or develop-mental projects and programs. Acts a lead person or technical expert on very complex projects and programs. |
| **Education**  **&** Experience | M.S. and up to 1 year of experience or B.S. and up to 3 years of experience. Associate degree and more than 5 years related experience. | Ph.D. and up to 1 year of experience or M.S. and 1 to 3 years of experience or B.S. and 3 to 5 years of experience. Certification in a specific EH&S field is preferred. | Ph.D. and 1 to 3 years of experience or M.S. and 3 to 5 years of experience or B.S. and 5 to 7 years of experience. Certification in a specific EH&S field is preferred. | Ph.D. and 3 to 5 years of experience or M.S. and 5 to 7 years of experience or B.S. and 7 to 10 years of experience. Certification in one or more specific EH&S field is preferred. | Ph.D. and more than 7 years of experience or M.S. and more than 10 years of experience. May possess advanced degrees in more than one discipline. Certification in one or more specific EH&S field is preferred. |