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| Levels | Job Codes | **Scope of Position** |
| **Top Environmental Affairs Executive (Corporate)** | 1000 | The most senior Environmental, Health and Safety executive with responsibilities that span the entire orga­nization should be assigned to this position. This position has organization-wide accountability for the devel­op­ing and executing a responsible policy to preserve the environment and protect the health and safety of employees and the public within the financial goals of the enterprise. This position generally reports to the Chief Executive Officer, Chief Operating Officer or to an Executive Vice President in very large organizations. |
| **2nd Level Environmental Affairs Executive (Operating Unit)** | 1001 | The most senior Environmental, Health and Safety executive with responsibilities that span a major operating unit with multiple profit centers (Group, Subsidiary, or large autonomous Division)should be assigned to this position level. This position has accountability for the developing and executing a responsible policy to preserve the environment and protect the health and safety of employees and the public within the financial goals of the enterprise. These positions generally report to the Top Environmental Affairs Executive - Job Code 1000. |
| **Top Level EH&S Function Executive (Corporate)** | 1700, 1800, 2500. | This level is reserved for the most senior corporate management positions with responsibility for overall direction of major EH&S functions (e.g., Environmental Sciences, Regulatory Compliance, Industrial Hygiene, Safety, etc.)that span the entire organization should be assigned to this posi­tion level. These positions generally report to the Top Environmental Affairs Executive - Job Code 1000 or the most senior executive responsible for all EH&S in the total organization. |
| **2nd Level Function Executive (Operating Unit)** | 1201, 1401, 1701, 1801, 2501 | This level is for the most senior subsidiary or autonomous division management posi­tions with responsibility for overall di­rection of a major EH&S functions (e.g., Environmental Sciences, Regulatory Compliance, Industrial Hygiene, Safety, etc.)that spans a major operating unit with multiple profit centers (Subsidiary or large diverse operating Division)should be assigned to this position level. These positions usually report to the Second Level Environmental Affairs Executive - 1001 or to the most senior EH&S position of the major operating unit or to the corporate top executive re­sponsible for the EH&S function (e.g., Top Environmental Sciences Executive - 1100, Top Regulatory Compliance Executive - 1200, etc.). |
| **Manager (Operating Unit)** | 1002, 1102, 1202, 1215, 1312, 1402, 1502, 1602, 1702, 1802, 2002, 2102, 2202, 2402, 2702, 2902. | A Manager with responsibilities for an EH&S function in a single operating unit (small to medium size Division or large Plant, Laboratory, or Department)should be assigned to this position level. This level is for a manager position that reports to the top management position in the operating unit (Vice President, General Manager, Assistant Laboratory Director) or to the subsidiary or autonomous division top executive responsible for the overall direction of the EH&S function (e.g., Second Level Industrial Hygiene Executive - 1401 or Second Level Safety Executive - 1801). The Manager directs major projects and the supervisors and professional staff of EH&S functions within the operating unit. |
| Supervisor | 1003, 1103, 1403, 1703, 1803, 2103, 2703. | A Supervisor with responsibilities for an EH&S sub function in a single operating unit (Plant, Laboratory, Facility, Department) should be assigned to this level of position. This level is for the entry level management positions that report to the Manager position in the operating unit or directly to the Second Level Functional Executive. An example of this position would be the Supervisor, Industrial Hygiene with Technicians reporting directly to the incumbent. |