

**Engineer Level 1 (equivalent to GS-5):** This is the entry level of professional work requiring a bachelor's degree in engineering and no experience, or the equivalent of a degree in appropriate education and experience. Assignments are designed to develop professional work knowledge and abilities. (Terminal positions are not included.) Works under close supervision on required tasks. Work is checked during progress. No responsibility for direction of others.

**Engineer Level 2 (equivalent to GS-7):** This professional level performs routine engineering work requiring application of standard techniques, procedures, and criteria in carrying out engineering tasks. Limited judgment on details of work and in making preliminary selections or adaptations of engineering alternatives. Requires work experience acquired in an entry-level position, or appropriate graduate-level study. Assignments may include work that is typical of a higher level. (Terminal positions are not included). Supervisor screens assignments, selects techniques and procedures. Receives close supervision. May be responsible for the direction of a few aides or technicians.

**Engineer Level 3 (equivalent to GS-9 or Academic Instructor):** Independently evaluates, selects, and applies standard engineering techniques, procedures, and criteria, using judgment in making adaptations and modifications. Assignments have clear and specified objectives. This level requires developmental experience in a professional position or equivalent graduate-level education. Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems. Work is reviewed for application of professional judgment. May supervise or coordinate the work of drafters, technicians.

**Engineer Level 4 (equivalent to GS-11 or Assistant Professor):** A fully competent engineer in the subject matter or the functional areas of the assignments. Plans and conducts work requiring judgment in the evaluation, selection, and adaptation or modification of standard techniques, procedures, and criteria. Devises new approaches to problems. Requires professional experience to assure competence as a professional. For research positions, a doctoral degree may be substituted for experience. Independently performs assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval for projects. May supervise a few engineers or technicians on assigned work.

**Engineer Level 5 (equivalent to GS-12 or Associate Professor):** Applies intensive and diversified knowledge of engineering principles and practices in broad areas of assignments. Makes decisions independently on engineering problems and methods, and represents the organization to resolve important questions. Requires the use of advanced techniques and the modification and extension of theories, precepts, and practices of own field and related sciences or disciplines. The knowledge and expertise required for this level usually result from progressive experience. Consults supervisor concerning unusual problems and developments. Supervises, coordinates, and reviews the work of a small staff of engineers and technicians. Estimates personnel needs, schedules and assigns work. As individual research or staff specialist, may be assisted on projects by others.

**Engineer Level 6 (equivalent to GS-13 or Full Professor):** Technical responsibility for interpreting, organizing, executing, and coordinating assignments. Plans and develops engineering projects with unique or controversial problems which impact major company programs. Involves exploration of subject area, definition of scope and selection of problems for investigation, novel concepts and approaches. Maintains liaison with individuals and units within or outside the organization, with responsibility for acting independently on technical matters. Work at this level requires extensive progressive experience. Supervision received is administrative, with assignments given in terms of general objectives and limits. Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress and results obtained, recommends major changes to achieve objectives. As individual researcher or staff specialist, may be assisted on individual projects.

**Engineer Level 7 (equivalent to GS-14 or Distinguished Professor or Academic Department Head):** Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive engineering activities. Initiates and maintains extensive contact with key engineers and officials of other organizations and companies, requiring skill in persuasion and negotiation of critical issues. Individuals must demonstrate creativity, foresight, and mature engineering judgment in anticipating and solving unprecedented engineering problems, program objectives and requirements, organizing programs, and developing standards and guides for diverse engineering activities. Receives general administrative direction. Directs several subordinate supervisors or team leaders. As individual researcher and consultant, may be assisted on individual projects by other engineers and technicians.

**Engineer Level 8 (equivalent to GS-15 or Academic Department Head or Dean):** Makes decisions and recommendations that are recognized as authoritative and have a far-reaching impact on extensive engineering and related activities of the company. Negotiates critical and controversial issues with top-level engineers and officers of other organizations and companies. Demonstrates a high degree of creativity, foresight, and importance. Receives general administrative direction. Supervises several subordinate supervisors or team leaders. As an individual researcher and consultant, may be assisted on individual projects by other engineers or technicians. NOTE: individuals in charge of a company's engineering program may match any of several of these job levels depending on the size and complexity of engineering programs. Excluded from Level 8, but included at Level 9, are engineers in charge of programs so extensive and complex that one or more supervisory engineers are performing at Level 8. Also excluded from Level 8 and included at Level 9 are individual researchers and consultants who are recognized as national and/or international authorities and scientific leaders in very broad areas of scientific interest and investigation.

**Engineer Level 9 (greater than GS-15 or Academic Dean or higher):** Included in Level 9 are those engineers specifically excluded from Level 8, plus other engineers whose activities and responsibilities exceed those of the prior levels.

