

Research Faculty **Technical** Level Descriptions

*Based on Sanctioned Salary Survey guidance; descriptors do not apply to non-technical Working Titles

** Years of experience are guidelines; Primary factors for level assignment are Technical Expertise and Impact and Influence

Entry - 1	<p>Limited use or application of technical principles, theories and concepts. Develops solutions to routine technical problems of limited scope. Work is closely supervised. Follows specific, detailed instructions. Contributes to completion of routine technical tasks. Failure to achieve results can normally be overcome without serious effect on schedules and programs. Contacts are primarily with immediate supervisor, project leaders, and other professionals in the section or group.</p>
Growing - 2	<p>Frequent use and application of technical standards, principles, theories, concepts and techniques. Provides solutions to a variety of technical problems of moderate scope and complexity. Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment, overall adequacy and accuracy. Contributes to completion of milestones associated with specific projects. Failure to achieve results or erroneous decisions or recommendations may cause delays in program schedules and may result in allocation of additional resources. Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters.</p>
Career - 3	<p>Complete understanding and wide application of technical principles, theories and concepts in the field. General knowledge of other related disciplines. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, practicable and consistent with organization objectives. Works under only general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Contributes to completion of specific programs and projects. Failure to obtain results or erroneous decisions or recommendations would typically result in serious program delays and considerable expenditure of resources. Frequent inter-organizational and outside customer contacts. Represents organization in providing solutions to difficult technical issues associated with specific projects.</p>
Specialist - 4	<p>Applies extensive technical expertise and has full knowledge of other related disciplines. Develops technical solutions to complex problems which require the regular use of ingenuity and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed from a relatively long-term perspective for desired results. Guides the successful completion of major programs and may function in a project leadership role. Erroneous decisions or recommendations would typically result in failure to achieve major organizational objectives. Represents organization as prime technical contact on contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations.</p>
Expert - 5	<p>Applies advanced technical principles, theories and concepts. Contributes to development of new principles and concepts. Works on unusually complex technical problems and provides solutions which are highly innovative and ingenious. Works under consultative direction toward predetermined long-range goals and objectives. Assignments are often self-initiated. Determine and pursue courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. Develops advanced technological ideas and guides their development into a final product. Erroneous decisions or recommendations would typically result in failure to achieve critical organizational objectives and affect image of organization's technological capability. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications.</p>
Consultant /Visionary - 6	<p>Exhibits an exceptional degree of ingenuity, creativity and resourcefulness. Apply and/or develop highly advanced technologies, scientific principles, theories and concepts. Viewed as expert within field. Develops information which extends knowledge in a given field. Information may form the basis of newly developed concepts, theories and products. Often acts independently to uncover and resolve issues associated with the development and implementation of operational programs. Plans R&D programs and recommends technological application programs to accomplish long-range objectives. Work is checked only to the effectiveness of results obtained, typically requiring a long-term perspective. Virtually self-supervisory. Designs research and develops highly advanced new applications resulting in new product/business opportunities for the company. Erroneous decisions or recommendations would have a long-term negative effect on organization's reputation and business posture. Serves as consultant to top management in long-range company planning concerning new or projected areas of technological research and advancements. Prime spokesperson on company's technical capabilities and future directions. Often instrumental in attracting and obtaining major new company business.</p>