Career Path – Engineers (Mechanic, Electrical, Robotics, Civil, Chemical & Related Engineering Disciplines)
April 3, 2011

JCC Title	Qualifications	Grade	FLSA	JCC Number	Job summary (all job qualifications and responsibilities are cumulative in nature)
Engineer I	Bachelor's degree in Engineering (Mechanical, Electrical, Civil, Chemical and related engineering disciplines) Preferred: Bachelor's degree and 1 year of related experience in a research and development team setting. ***Skills/Abilities:*** Demonstrates theoretical knowledge and ability to effectively apply engineering concepts, practices and procedures in design, testing, installation and modification of equipment, or processes or structures to routine assignments; ability to draft clear, concise and accurate technical documents of a basic nature.	60	Exempt	4620 new JCC	Performs general engineering assignments under supervision related to the design, testing, installation and modification of equipment, or processes or structures.
Engineer II	Bachelor's degree in Engineering (Mechanical, Electrical, Robotics, Civil, Chemical and related engineering disciplines) and 3 years of related experience. Preferred: Master's degree in Engineering (MSE) or Professional Engineer (P.E.) license and 1 year of related experience in a research and development team setting. ***Skills/Abilities:*** Demonstrates theoretical knowledge and ability to effectively apply engineering concepts, practices and procedures in design, testing, installation and modification of equipment, or structures or processes to a diverse range of assignments. Determines design approaches/parameters. Identifies operating issues and recommends technical solutions. Manages parts of a project plan, meeting deadlines and producing high-quality work products. Ability to effectively deliver oral presentations and writes technical documents of an increasingly complex nature.	62	Exempt	4621 new JCC	Performs moderately complex engineering work requiring commonly employed technical knowledge related to the design, testing, installation and modification of equipment, or processes or structures. Works with other engineering disciplines in the development and application of research or products.

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Engineer III	Master's degree in Engineering (Robotics, Mechanical, Electrical, Civil, Chemical and related engineering disciplines) or Professional Engineer (P.E.) license and 3 years related experience; or Bachelor's degree in Engineering and 5 years progressive engineering experience. Preferred: Master's degree in Engineering or P.E. license and 4 or more years experience in a research and development team setting. ***Skills/Abilities:*** Demonstrates and applies specialized engineering concepts, practices and procedures in design, testing, installation and modification of equipment, processes or structures. Uses innovation to determine design approaches/parameters. Identifies operating issues, recommends technical solutions, and has authority to follow through on course of action. Ability to manage large parts of multiple projects including coordinating input and work of other team members. Ability to review work of other engineers and acts as a technical resource. Ability to draft comprehensive reports and effectively deliver oral presentations meant to inform or persuade.	64	Exempt	4622 new JCC	Independently performs complex engineering work. Solves multi-dimensional problems related to the design, testing, installation and modification of equipment, processes or structures. Experienced contributor to a team; provides guidance to less experienced engineers and technical staff.
Engineer IV	Master's degree in Engineering (Robotics, Mechanical, Electrical, Civil, Chemical and related engineering disciplines) or PE License, and 6 years of experience in related field of engineering; or Bachelor's degree in engineering and 8 years of progressive engineering experience. Preferred: PhD in related specialized engineering field and 4 years of experience; or Master's degree in Engineering, or PE License, and seven years of progressive experience including experience in project management or team leadership; experience developing budgets and schedules in industrial and/or academic environments. ***Skills/Abilities:*** Demonstrates and applies extensive and diversified knowledge of engineering concepts, practices and procedures in the design, development, planning and implementation of engineering projects. Ability to determine design approaches/parameters, feasibility and project requirements, and to make decisions regarding technical content, priorities, and scheduling. Ability to identify technical, financial or human resource needs and recommends solutions to management. Demonstrates ability to prepare and deliver comprehensive technical papers and proposals. Ability to consult with industrial or government sponsors. Projects managed have significant technical and/or financial impact**.**	66	Exempt	4623 new JCC	Performs complex and diversified engineering work requiring a depth and breadth of technical knowledge. Applies engineering expertise in the planning, design and implementation of engineering projects. Assesses requirements and alternative approaches. Investigates and analyzes feasibility and project resource requirements. Prepares technical papers. Presents results and discusses follow-up efforts with industrial and government sponsors. .

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Engineer V	Master's degree in Engineering (Robotics, Mechanical, Electrical, Civil, Chemical and related engineering disciplines) or P.E. license, or equivalent in training and experience, and 10 or more years of progressive engineering experience including two or more years experience in a project leadership role. Preferred: Ph.D. in specialized engineering field and 7 or more years of related experience ***Skills/Abilities:*** Demonstrates mastery of engineering discipline and broad engineering knowledge beyond own discipline. Ability to apply knowledge in an innovative manner and identifies effective solutions to complex scientific problems. Ability to lead teams and effectively interface with PIs, industrial and government sponsors. Is recognized nationally and/or internationally within field.	68	Exempt	4624	Is a recognized expert and performs unique and highly innovative engineering work. Identifies solutions to complex scientific problems. Generates or consults on overall forecasts for project deliverables and projections for budgets, staffing and schedules. Ensures that project specifications have been met towards achieving the larger research or commercialization goals. Leads the preparation and presentation of technical papers. Presents results and negotiates follow-up efforts with industrial and government sponsors. May manage staff or act as a top level contributor (expert engineer).