

Job Number	Job Title	Job Family	Job Description
030060	Aerodynamic Engineer	Engineering	Designs centrifugal product components. Conducts analyses and testing to assess design and production feasibility, performance, and reliability. Utilizes computational fluid dynamic methods. Makes modifications to the design models based on the test results. Bachelor's degree in engineering required and two years experience.
030070	Aeronautical Engineer	Engineering	Performs ground and flight testing on aircraft equipment, including stress analysis and performance tests. Updates and maintains documentation on structural configurations, system analyses, test results, and technical reports. Bachelor's degree in engineering required and two years experience.
030050	Aerospace Engineer	Engineering	Designs, develops, and tests flight vehicles and may supervise the manufacturing of these products. Investigates component failures and designs modifications. Supervises assembly and installation as needed. Bachelor's degree required and three years experience.
030080	Agricultural Engineer	Engineering	Designs and develops equipment, structures, systems, and processing methods for the agricultural industry. Addresses soil and water conservation issues as they apply to their work. Bachelor's degree in engineering required.
221250	Air Quality Director	Engineering	<b>*NEW for 2014*</b> Directs and provides leadership to the air quality team. Performs a variety of administrative functions. Develops goals and objectives for the team. Oversees compliance with regulatory and government agencies. Ensures adherence to organizational policies and procedures. Bachelor's degree required, Master's degree and PE certification preferred, and ten years experience.
221200	Air Quality Engineer I	Engineering	<b>*NEW for 2014*</b> Works under close supervision. Conducts simple air quality analyses and performs evaluations to ensure compliance with regulatory and government agencies. Performs research and drafts finding and recommendations. Maintains, calibrates, and procures equipment as needed. Bachelor's degree required, PE certification preferred.
221210	Air Quality Engineer II (Senior)	Engineering	<b>*NEW for 2014*</b> Conducts more complex air quality analyses and works on projects requiring independent judgment. Prepares reports on findings. Performs statistical analysis, develops, and implements programs and processes. Reviews and evaluates permit applications. Trains and mentors subordinate team members. Bachelor's degree required, PE certification preferred, and two years experience.
221220	Air Quality Engineer III (Lead)	Engineering	<b>*NEW for 2014*</b> Leads, trains, and mentors a team of air quality engineers. Ensures work is performed in compliance with regulatory and government agencies. Makes recommendations based on analysis. Compiles and presents results to superiors. Bachelor's degree required, PE certification preferred, and four years experience.
030100	Applications Engineer I	Engineering	Analyzes and determines engineering modifications and changes needed to fulfill customers' requirements for equipment. Works with engineering department on necessary changes. Prepares proposals and quotations and determines appropriate pricing as needed. Possesses a thorough knowledge of the organization's products, equipment capabilities, and engineering disciplines is required. Bachelor's degree in science, technology, engineering, or mathematics required and two years experience.
030200	Applications Engineer II (Senior)	Engineering	Oversees complex design and implementation projects. Monitors the quality of applications developed to ensure that all appropriate standards are followed. Retains process documentation and quality plans for assigned projects. Translates customer requirements and works with research and development and product line teams. Bachelor's degree in science, technology, engineering, or mathematics required and four years experience.
030150	Applications Engineer III (Lead)	Engineering	Leads a team of applications engineers. Works through all phases of customer interaction including customer analysis, design implementation, and product manufacturing. Assists sales staff in assessing potential application of products and preparing detailed product specifications. Implements customer installation plans and product training. Bachelor's degree in science, technology, engineering, or mathematics required and six years experience.

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030260	Applications Engineering Director	Engineering	*NEW for 2014* Develops and directs information systems strategy to meet business technical objectives. Drives product definition, market studies, and business case studies for new and future products or technologies. Provides technical leadership to development teams. Develops and oversees department budget. Bachelor's degree required and ten years experience.
030250	Applications Engineering Manager	Engineering	Manages the work of a team of applications engineers, prioritizing and assigning support to accomplish objectives. Participates in product definition, market studies, and business case studies for new products and provides input on future products or technologies. Ensures projects are completed on time and within budget. Bachelor's degree in science, technology, engineering, or mathematics required and eight years experience.
030290	Automation Director	Engineering	*NEW for 2014* Directs the development and implementation of technical automation solutions. Identifies new and emerging technology that can be used to increase the efficiency and effectiveness of business processes. Provides technical leadership to automation teams. Bachelor's degree required and eight years experience.
030270	Automation Engineer	Engineering	Oversees automation projects within the plant, providing equipment specifications, cost estimates, and implementation plans. Manages the changeover from traditional manufacturing equipment to automated and process control systems. Maintains design drawings, manuals, and programming guides. Ensures that technicians are properly trained. Bachelor's degree in engineering required.
030280	Automotive Engineer	Engineering	Participates in design processes for new and existing vehicles and related components. Studies cost, performance, quality, reliability, and feasibility. Analyzes results and identifies areas for improvement. Serves as a technical resource for plant production staff. Bachelor's degree in engineering required.
030290	Biofuel Engineer	Engineering	Conducts analyses of existing biofuel systems and participates in the development of new methods for generating biofuels. Performs feasibility studies and prepares detailed testing plans. Bachelor's degree in chemical engineering required and five years experience.
030300	Biomass Engineer	Engineering	Develops processes and technologies for converting biomass such as wood and waste products into energy. Designs biomass power plants. Studies the environmental impact of conversion methods. Bachelor's degree required and two years experience.
030310	Biomedical Engineer	Engineering	Designs and develops medical equipment. Conducts research on medications, medical devices, and technology. Creates models and computer simulations to understand life processes. Bachelor's degree in biomedical engineering required.
030320	Biomedical Engineering Technician	Engineering	Performs repairs and tests on clinical medical equipment. Ensures that equipment remains calibrated. Maintains documentation on maintenance and inspections. Assists in training medical staff on proper use of equipment. Associate's degree in biomedical engineering required.
031000	CAD Designer I	Engineering	Performs new and revised product design using computer-aided design (CAD) equipment. Prepares completed layouts for final product design from simple sketches. Determines scale, performs complex mathematical calculations, and prepares layouts for detailing. Makes decisions regarding design suitability using knowledge of specified product materials and production processes. Requires thorough knowledge of drafting techniques, engineering terminology, and manufacturing materials. Associate's degree or technical training certification required and one year experience.
031200	CAD Designer II (Senior)	Engineering	Performs complex design investigation, analyses, feasibility studies, and computer-aided design (CAD) for new components or products using customer-supplied data. Recommends and implements design changes to resolve field problems. Evaluates prototypes for design modifications to improve product performance and reliability. Provides 3D CAD models for manufacture of prototypes. Requires thorough knowledge in computer operations including CAD with 3D modeling, drafting techniques, and engineering terminology. Possesses a familiarity with applicable product materials and production processes. Associate's degree or technical training certification required and five years experience.

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030500	CAD Draftsperson	Engineering	Uses computer-aided design (CAD) equipment to prepare routine layouts and detailed drawings, sketches, and diagrams. Project details include all product views and dimensions necessary for manufacture. Prepares copies of drawings and documents design changes. Makes simple decisions, referring complex questions/problems to CAD designers or supervisor. Possesses a familiarity of CAD/CAM (computer-aided manufacturing) equipment and relationship of CAD to CAM. Associate's degree or technical training certification required.
031350	CAD Manager	Engineering	*NEW for 2014* Manages all activities of the CAD department. Oversees modifications to processes and systems. Develops, implements, and monitors CAD standards. Manages production planning, staffing, and training. Ensures budgetary and time guidelines are met. Bachelor's degree required and ten years experience.
031300	CAD Supervisor	Engineering	Supervises the day-to-day activities and work performance of computer-aided design (CAD) designers and technicians for accuracy and completeness, and makes recommendations for modifications. Interacts with engineering and design staff. Associate's degree or technical training certification required and seven years experience.
031400	Calibration Engineer	Engineering	Assists with creating calibration design plans for the organization's products. Reviews and documents test results and recommends areas for improvement. Identifies software and control system requirements. Bachelor's degree required and one year experience.
031450	Ceramics Engineer	Engineering	Develops new colors and surface treatments. Evaluates equipment and tooling purchases and creates standard operating procedures for the ceramic manufacturing process. Monitors product quality throughout production process to ensure that it meets specifications. Bachelor's degree in engineering and three years experience.
031500	Chemical Engineer I	Engineering	Conducts research to develop new and improved chemical manufacturing processes. Designs chemical plant equipment and devises processes for the manufacture of chemical products such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp. Determines most efficient arrangement of operations such as mixing, crushing, heat transfer, distillation, oxidation, hydrogenation, and polymerization. Possesses knowledge of basic chemical engineering concepts, principles, practices, and established procedures. Bachelor's degree in chemical engineering required.
031600	Chemical Engineer II (Senior)	Engineering	Conducts research to develop complex and new and improved chemical manufacturing processes. Designs complex, state-of-the-art, chemical plant equipment for the manufacture of chemical products such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp. Determines most efficient arrangement of operations such as mixing, crushing, heat transfer, distillation, oxidation, hydrogenation, and polymerization. Possesses comprehensive knowledge of chemical engineering principles, concepts, practices, and theories. Bachelor's degree in chemical engineering required and three years experience.
031700	Chemical Engineer III (Lead)	Engineering	Coordinates the work of a team of chemical engineers. Analyzes work requirements and outlines the schedules and methods to be followed. Provides technical direction to team members in the development and improvement of chemical manufacturing processes. Possesses comprehensive knowledge of chemical engineering principles, concepts, practices, and theories. Bachelor's degree in chemical engineering required and six years experience.
031750	Chemical Engineering Manager	Engineering	Manages and coordinates the work of a team of chemical engineers. Develops departmental priorities based on the organization's objectives. Coordinates research and serves as a technical resource on innovative chemical manufacturing processes. Presents research findings to senior management. Identifies capital improvement projects and assists with design and implementation. Bachelor's degree in chemical engineering required and eight years experience.

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031900	Civil Engineer I	Engineering	Plans, designs, and directs civil engineering projects such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation systems, pipelines, and power plants. Analyzes reports, maps, drawings, tests, etc., on soil compositions, terrain, hydrological characteristics, and other topographical and geologic data to plan and design project. Calculates cost and determines feasibility of project based on analysis of collected data. Bachelor's degree in civil engineering and professional engineer (PE) license required.
032000	Civil Engineer II (Senior)	Engineering	Performs complicated civil engineering tasks. Directs and instructs other staff in standard engineering procedures. Analyzes reports, maps, drawings, tests, etc., on soil compositions, terrain, hydrological characteristics, and other topographical and geologic data to plan and design project. Calculates cost and determines feasibility of project based on analysis of collected data. Estimates work loads to establish completion dates. Bachelor's degree in civil engineering and professional engineer (PE) license required, and three years experience.
031910	Civil Engineer III (Lead)	Engineering	Leads a team of civil engineers and is responsible for all aspects of the delivery of completed civil engineering designs. Ensures that projects are completed within budget, on time, and within jurisdictional codes and specifications. Oversees medium to large scale projects. Bachelor's degree in civil engineering and professional engineer (PE) license required, and six years experience.
032010	Civil Engineering Manager	Engineering	Manages the staff of civil engineers responsible for designing construction projects such as roads, bridges, and airports. Oversees projects from the conceptual stages through planning, engineering, procurement, construction, start-up, and contract close-out. Bachelor's degree in civil engineering and professional engineer (PE) license required, and eight years experience.
032030	Commissioning Engineer	Engineering	Plans and executes project commissioning and hand-over. Performs field commissioning procedures for electrical systems. Oversees site inspections, audits, data gathering, analysis, and modeling. Leads contractors and vendors to develop and deliver the commission plans for all systems. Develops plans and provides support during start-up. Anticipates and resolves problems encountered in the field to eliminate costly re-work or re-testing. Bachelor's degree in electrical or mechanical engineering required.
032040	Construction Engineer	Engineering	Supports the construction process through all phases. Creates, updates, and maintains a variety of project controls to track the status of individual projects or task orders. Provides oversight and guidance to prevent construction conditions which may adversely impact productivity. Bachelor's degree in engineering required.
032050	Controls Engineer	Engineering	Provides technical support for automation projects. Identifies, analyzes, and implements improvements. Proposes changes to existing methods, procedures, processes, and products to ensure the highest quality of production at the lowest possible organizational costs. Works with suppliers to solve process control issues. Bachelor's degree in electrical or computer engineering required.
032100	Design Engineer I	Engineering	Designs, develops, or redesigns new or existing products. Works from requirements or instructions to design and develop new components or redesign existing components to improve the organization's products. Determines and establishes specifications through engineering calculations and layouts. Oversee assembly and tests of engineering prototypes as needed. Communicates with vendors to obtain information and assistance. Bachelor's degree in engineering required.
032200	Design Engineer II (Senior)	Engineering	Performs design functions to develop new or re-design existing products. Works from requirements or instructions to design and develop complex new components or redesign existing components to improve the organization's products. Determines and establishes specifications through engineering calculations and layouts. Oversees the assembly and tests of engineering prototypes. Provides technical expertise to less experienced design engineers. Bachelor's degree in engineering required and three years of experience.

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032250	Design Engineer III (Lead)	Engineering	Coordinates the work of a team of design engineers involved in the design of new or re-design of existing products. Observes, reviews, and checks the work of design engineers to ensure conformance to standards and provides accountability for any design deviations. Bachelor's degree in engineering required and six years of experience.
032300	Design Manager	Engineering	Manages and coordinates the activities of computer-aided design (CAD) drafters, designers, and design engineers in new product design or changes in existing products. Confers with management and production staff to determine product feasibility and cost effectiveness. Forecasts operating costs and directs preparation of budget requests. Bachelor's degree in engineering required and eight years experience.
032400	Electrical Engineer I	Engineering	Researches, designs, develops, tests, and installs electrical apparatus, components, equipment, and machinery. Designs, constructs, and operates systems, machinery, and equipment used for generation, transmission, and distribution of electricity. Works closely with other engineering areas to obtain optimum utilization of equipment, machinery, and resources. Bachelor's degree in electrical engineering required.
032500	Electrical Engineer II (Senior)	Engineering	Researches, designs, develops, tests, and installs a wide variety of complex apparatus, components, equipment, and machinery. Designs, constructs, and operates complex machinery and equipment used for the generation, transmission, and distribution of electricity. Works closely with other engineering areas to obtain optimum utilization of equipment. Assignments require original thinking and ingenuity to solve problems. Possesses comprehensive knowledge of electrical engineering principles, concepts, practices, and theories. Bachelor's degree in electrical engineering required and three years experience.
032600	Electrical Engineer III (Lead)	Engineering	Coordinates the work of a team of electrical engineers, analyzes work requirements, and outlines the schedules and methods to be followed. Provides technical direction to team members in the design, construction, and operation of complex, state-of-the-art systems, machinery, and equipment used for generation, transmission, and distribution of electricity. Receives general supervision with broad objectives outlined and only overall results judged. Has comprehensive knowledge of electrical engineering principles, practices, and theories. Bachelor's degree in electrical engineering required and six years experience.
032800	Electrical Engineering Manager	Engineering	Manages and coordinates activities of electrical engineering staff in research, design, and development of complex apparatus, components, equipment, and machinery. Confers with management and production staff to determine engineering feasibility and cost effectiveness. Bachelor's degree in electrical engineering required and eight years work experience.
032840	Electro-Mechanical Engineer	Engineering	Designs and develops electro-mechanical sensors, controls, and software. Creates prototypes, tooling, and product specifications. Performs testing and analysis throughout all phases of development. Maintains technical documentation. Bachelor's degree in engineering required.
032880	Electro-Mechanical Technician	Engineering	Installs, maintains, and repairs electrical/electronic components and machinery. Conducts preventative maintenance on equipment. Maintains documentation of work performed. Associate's degree preferred and two years experience.
032900	Electronic Engineer I	Engineering	Researches, designs, develops, and tests electronic equipment and systems for commercial, industrial, medical, military, or scientific applications. Prepares specifications for construction, relocation, or installation of equipment, facilities, products, or systems. Assists with the development of new engineering products and services. Bachelor's degree in engineering required.
032910	Electronic Engineer II (Senior)	Engineering	*NEW for 2014* Researches, designs, develops, and tests complex electronic equipment and systems for commercial, industrial, medical, military, or scientific applications. Troubleshoots and performs repairs on equipment when needed. Makes recommendations for the development of new engineering products and services. Bachelor's degree required and three years experience.

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032920	Electronic Engineer III (Lead)	Engineering	*NEW for 2014* Coordinates the work of a team of electronic engineers, analyzes work requirements, and outlines the schedules and methods to be followed. Serves as project manager, ensuring all work is completed on time and within budget. Oversees the development and implementation of new electronic engineering products or services. Bachelor's degree required and five years experience.
033000	Electronic Technician I	Engineering	Performs a variety of tests on electronic components to determine functioning level and capacity. Builds simple systems from instructions and directions and makes modifications and recommendations for improvement to systems. Diagnoses malfunctioning circuits and corrects program. Calibrates electronic equipment as needed. Possesses basic knowledge of principles, practices, and procedures in electronics field. Associate's degree in electronics required.
033200	Electronic Technician II (Senior)	Engineering	Performs a variety of moderately complex tests on electronic components to determine functioning level and capacity. Builds experimental systems and instrumentation using basic principles and own ingenuity. Makes modifications, improvements and recommendations for changes to existing systems. Diagnoses malfunctions and corrects problems. Provides guidance and instruction to lower level technicians as needed. Maintains knowledge on all equipment used to repair systems. Possesses thorough knowledge of concepts, practices, and procedures in electronics field. Associate's degree in electronics required and three years experience.
033750	Engineering Analyst	Engineering	Provides technical expertise to assist with projects, studies, reports, work orders, computer programs, and various other projects. Collects data and performs analyses. Uses data analysis and problem solving to improve processes. Leads the bid process and writing proposals and reports. Bachelor's degree in engineering required and two years experience.
033500	Engineering Director	Engineering	Plans, organizes, and directs engineering to meet the organization's objectives. Provides direction on design and development activities to improve, modify, or design new equipment and processes. Oversees key projects, processes, and performance reports, data, and analysis. Selects design concepts and fundamental technology used for new products or improvement of existing ones. Possesses broad comprehensive knowledge of technologies in different industries. Bachelor's degree in engineering required and ten years experience.
033600	Engineering Manager	Engineering	Manages and coordinates activities of engineering staff. Confers with management and production staff to determine engineering feasibility and cost effectiveness. Forecasts operating costs and directs preparation of budget requests. Bachelor's degree in engineering required and eight years experience.
033700	Engineering Supervisor	Engineering	Supervises projects, resources, and engineering efforts to coordinate projects from initial design through production. Supervises and provides mentoring and training to engineering staff. Develops and maintains standards and ensures projects are completed within budget and on time. Bachelor's degree in engineering required and five years experience.
033800	Engineering Technician	Engineering	Performs a variety of duties such as testing, calibrating, and adjusting equipment. Operates equipment, conducts tests, and reports data. Uses verbal and written instructions, drawings, diagrams, and schematics to accomplish tasks. Follows specified methods to inspect and test equipment. Makes adjustments, modifications, and replacements as directed. Associate's degree in engineering required.
034500	Environmental Engineer	Engineering	Specializes in solving problems related to the environment during the planning and design of structures and facilities. Determines sources and methods of controlling pollutants in air, water, and soil. Designs gas and fluid flow systems, chemical reaction systems, mechanical equipment, and other test instrumentation. Analyzes and interprets results of tests to determine composition of solid, liquid, or gaseous materials and substances. Performs technical research and develops solutions to engineering problems. Bachelor's degree in environmental engineering required.

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034540	Environmental Engineering Technician	Engineering	Collects air, water, and waste material samples for further analysis. Assists engineering staff with analyzing test results and presenting the data in appropriate formats. Participates in site inspections. High school education or equivalent required and one year experience.
035100	Failure Analysis Engineer	Engineering	Performs root cause analysis to determine product failure for internal and external customers. Communicates progress and results directly to customers. Evaluates materials used through the manufacturing and development process. Writes reports on failure analyses performed and participates on product development teams. Bachelor's degree in electrical engineering required.
035200	Firmware Engineer	Engineering	Designs firmware in embedded and software applications. Performs firmware product development work, including writing product definitions, design specifications, coding, and testing. Bachelor's degree required and two years experience.
035300	Geotechnical Engineer	Engineering	Performs field investigations and calculations in order to provide design and construction specifications. Analyzes soil and rock samples and performs laboratory testing. Prepares engineering drawings, technical reports, and project cost estimates. Bachelor's degree in engineering and three years experience.
035400	Geothermal Engineer	Engineering	Evaluates methods for capturing geothermal energy including constructing geothermal plants and designing pumps. Monitors flow and volume of geothermal reservoirs. Bachelor's degree in engineering required.
035500	Hydraulic Engineer	Engineering	Designs hydraulic components, outlining product specifications, engineering drawings, production costs, and testing requirements. Creates hydraulic models which simulate real applications. Bachelor's degree in engineering required and three years experience.
036000	Industrial Engineer I	Engineering	Plans the layout of moderately complex equipment, office, and production facilities. Conducts studies to ascertain the best sequence of operations and work flow. Suggests methods to ensure the maximum utilization of facilities and human resources. Estimates cost for assigned projects. Bachelor's degree in industrial engineering required.
036200	Industrial Engineer II (Senior)	Engineering	Plans the layout of complex equipment, office, and production facilities. Directs or conducts studies to ascertain the best sequence of operations or work flow. Recommends methods to ensure the maximum utilization of facilities and human resources. Prepares cost estimates for assigned projects. Provides guidance to lower level professionals, drafters, and/or technicians. Bachelor's degree in industrial engineering required and three years experience.
036300	Industrial Engineer III (Lead)	Engineering	Coordinates the work of a team of industrial engineers, analyzes work requirements, and outlines the schedules and methods to be followed. Provides technical direction to team members in planning the layout of equipment, office, and production facilities. Directs studies to ascertain the best sequence of operations or work flow. Bachelor's degree in industrial engineering required and six years experience.
036250	Industrial Engineering Manager	Engineering	Manages the industrial engineering staff in planning and implementing the layout of equipment, office, and production facilities. Initiates and assigns projects involving cost reduction, work simplification methods and standardization, material handling, plant layout, and equipment justification analyses. Coordinates outside vendor work. Approves engineering changes, layouts, and prototypes of new products. Bachelor's degree in industrial engineering required and eight years experience.
036750	Infrastructure Director	Engineering	Identifies the enterprise infrastructure technologies which are needed to meet the organization's needs. Evaluates servers, operating systems, applications and storage systems for effectiveness and conformance to standards, recommending new solutions where appropriate. . Bachelor's degree required and ten years experience.
037300	Logistics Engineer	Engineering	Assists in the development of logistics and supply chain solutions in order to generate new business opportunities and increase opportunities with existing customers. Determines design and layout of logistics area to optimize work flow. Provides guidance and leadership to technical staff. Bachelor's degree in engineering or logistics required.

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037500	Manufacturing Engineer I	Engineering	Plans, directs, and coordinates manufacturing processes in an industrial plant. Develops, evaluates, and improves manufacturing methods using knowledge of product design, materials and parts, fabrication processes, tooling and production equipment capabilities, assembly methods, and quality control standards. Analyzes and plans work force utilization, space requirements, workflow, and designs layout of equipment and workspace for maximum efficiency. Estimates production times, staffing requirements, and related costs. Applies statistical methods to estimate future manufacturing requirements. Bachelor's degree in engineering required.
037600	Manufacturing Engineer II (Senior)	Engineering	Provides guidance in manufacturing processes in an industrial plant. Develops, evaluates, and improves manufacturing methods, using knowledge of the organization's processes. Analyzes and plans work force utilization, space requirements, workflow, and designs layout of equipment and workspace for maximum efficiency. Estimates production times, staffing requirements, and related costs. Applies statistical methods to estimate future manufacturing requirements. Assists with training less experienced engineers as needed. Performs work under general direction. Bachelor's degree in engineering required and three years of experience.
037550	Manufacturing Engineer III (Lead)	Engineering	Identifies and applies manufacturing best practices in an industrial plant. Researches new manufacturing technology and processing methods to improve the organization's productivity, cost, quality, and responsiveness. Participates in the development and training of co-ops, technicians, and other manufacturing engineers. Serves as an important resource for more complex technical questions related to manufacturing and quality processes and proactively addresses resource issues to ensure project timelines are met. Represents manufacturing engineering on cross-functional projects. Bachelor's degree in engineering required and six years experience.
037650	Manufacturing Engineering Manager	Engineering	Manages the manufacturing engineering team by scheduling and prioritizing workload. Oversees the development, implementation, and maintenance of manufacturing processes and equipment with the intent of minimizing costs and maximizing product quality and productivity. Coordinates with other engineering departments, purchasing, and manufacturing operations to resolve design, supplier, and production issues. Monitors costs of material, labor, and overhead to determine the organization's capability of assembling and testing products. Makes recommendations regarding feasibility of new products. Leads the organization's implementation of lean manufacturing principles. Bachelor's degree in engineering required and eight years experience.
037750	Marine Engineer	Engineering	Oversees the maintenance and repair of machinery and equipment onboard marine vessels such as ships, boats, and oil rigs. Creates inspection and maintenance plans. Configures vessel monitoring software programs. Bachelor's degree in engineering required and three years experience.
037800	Mechanical Engineer I	Engineering	Researches, designs, and develops tools, engines, machines, controls, equipment, and mechanical processes. Oversees production, installation, operation, maintenance, repair, and development of new, modified, and/or existing systems. Works closely with other engineering areas to obtain optimum utilization of equipment. Bachelor's degree in mechanical engineering required.
038000	Mechanical Engineer II (Senior)	Engineering	Researches, designs, and develops a wide variety of complex tools, engines, machines, controls, equipment, and mechanical processes. Oversees production, installation, operation, maintenance, repair, and development of complex, new, and modified systems. Works closely with other engineering areas for optimum utilization of equipment. Solves problems through original thinking and ingenuity. Bachelor's degree in mechanical engineering required and three years experience.
038100	Mechanical Engineer III (Lead)	Engineering	Coordinates the work of a team of mechanical engineers, analyzes work requirements, and outlines the schedules and methods to be followed. Provides technical direction to team members in the design, development, and testing of mechanical components, equipment, machinery, and systems. Bachelor's degree in mechanical engineering required and six years experience.

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038200	Mechanical Engineering Manager	Engineering	Manages and coordinates activities of mechanical engineering section in the design and development of tools, machines, engines, controls, equipment, and mechanical processes. Analyzes technology trends, human resource needs, and market demand to plan projects. Confers with management and production staff to determine engineering feasibility and cost effectiveness. Coordinates production, installation, operation, maintenance, and repair of manufacturing systems. Bachelor's degree in mechanical engineering required and eight years experience.
038300	Metallurgical Engineer	Engineering	Performs metallurgical functions in regards to process development, validation, and problem solving. Determines resources needed and obtains technical support to drive continuous improvement. Performs failure analysis on failed tools to determine root cause and develops solutions. Establishes welding procedures. May supervise support staff as needed on a project-by-project basis. Bachelor's degree in metallurgical or materials science engineering required.
038310	Meteorological Engineer	Engineering	Analyzes meteorological data collected by surface measurements, air stations, satellites, and radar to prepare short and long range weather forecasts. Studies atmospheric conditions and evaluates the impact that significant changes have on the environment. Bachelor's degree in meteorology required and two years experience.
038340	Nuclear Engineer	Engineering	Evaluates reactor plan designs to ensure they are compliant with industry regulations. Monitors and analyzes reactor performance levels. Establishes and documents safety practices for the facility and develops contingency plans. Bachelor's degree in engineering required and three years experience.
038350	Optical Engineer	Engineering	Designs optical systems, detailing product specifications, engineering drawings, cost, and testing plans. Develops product prototypes to assist with research and analysis. Bachelor's degree in optical engineering required and three years experience.
038360	Optical Engineering Technician	Engineering	Uses machines and hand tools to assemble optical components as specified in engineering drawings. Inspects parts and performs tests to ensure they meet performance and quality standards. Associate's degree preferred and three years experience.
038400	Packaging Engineer	Engineering	Designs and develops cost effective packaging materials from concept to commercialization to ensure safe shipment of products under varying conditions and climates. Develops, audits, and improves standardized packaging systems. Ensures customer requirements are met. May supervise and train support staff. Bachelor's degree in engineering required.
038700	Petroleum Engineer	Engineering	Conducts field inspections of oil and gas exploration and production sites to determine if drilling, production, plugging, and reclamation operations comply with current laws, regulations, and policies. Conducts problem analyses, damage assessments, and accident investigation. Makes repair recommendations. May act as a consultant or expert by providing reports or testimony to external organizations. Performs project-related drilling, completion, and workover activities. Bachelor's degree in petroleum engineering required.
038750	Photovoltaic Engineer	Engineering	Designs solar photovoltaic for residential and commercial applications, taking into consideration site-specific needs as well as local and industry building design requirements. Works with project managers and sales to provide cost, feasibility, and output estimates. Prepares construction drawings and project bid documents. Bachelor's degree in engineering required and three years experience.
038900	Plant Engineer	Engineering	Performs activities to improve the reliability and efficiency of plant operations. Ensures compliance with regulations and environmental permits and assists in troubleshooting operations as required. Develops operational plans and recommends equipment to optimize plant performance and profitability. Bachelor's degree in engineering required.

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046500	Plant Engineering Manager	Engineering	Plans and directs activities related to design, construction, modification, and maintenance of equipment and machinery in an industrial plant. Establishes standards and policies for pollution control, installation, modification, quality control, testing, operating procedure, inspection, and maintenance of equipment according to engineering principles and safety regulations. Oversees preparation of bid sheets and contracts for construction. Supervises staff engaged in maintenance of plant buildings. Coordinates requirements for new designs, surveys, and maintenance schedules for equipment and machinery. Bachelor's degree in engineering and five years experience.
038950	Polymer Engineer	Engineering	Performs analyses on polymer based components and products as well as the production processes that create them. Conducts sample testing and failure analyses. Assists with developing and updating polymer formulations. Bachelor's degree in engineering required and three years experience.
038600	Process Engineer I	Engineering	Determines the operations required for fabrication, assembly, machining, or processing of products from parts drawings, specifications, and other engineering material. Assists with developing execution sequence, estimating man hours, and preparing operation sheets. Bachelor's degree in industrial or mechanical engineering required and one years experience.
038610	Process Engineer II (Senior)	Engineering	Applies engineering, science, and business skills to carry out core functions in the fabrication and assembly of products. Develops execution sequence, estimates man hours, and prepares operation sheets. Collects, interprets, and analyzes data to write reports and make recommendations. Bachelor's degree in industrial engineering required and three years experience.
038620	Process Engineer III (Lead)	Engineering	Provides technical and engineering support to other process engineers. Leads a team on major projects from start to finish. Carries out core functions in the fabrication and assembly of products. Assists with writing proposals, client meetings, and presentations. Bachelor's degree in industrial engineering required and six years experience.
038630	Process Engineering Manager	Engineering	Directs staff through all stages of production. Provides technical leadership, assists in troubleshooting, and drives process improvements. Participates in all aspects of planning and developing of projects. Manages department costs. Develops and motivates employees, organizes workloads, and ensures adequate staffing to support current and future business needs. Bachelor's degree in engineering required and eight years experience.
038640	Product Designer	Engineering	*NEW for 2014* Develops prototype and production designs for new products or components. Creates design plans and documents. Identifies quality requirements. Bachelor's degree required and three years experience.
038660	Product Engineer I	Engineering	Assists with the design and develop of new products and the improvement of existing products. Ensures customer requirements are met through parts design, validation testing, and failure analysis. Acts as a central resource for manufacturing, testing, quality, and marketing of products. Bachelor's degree in engineering required.
038670	Product Engineer II (Senior)	Engineering	*NEW for 2014* Design and develops new products and makes improvements to existing products. Ensures customer requirements are met through parts design, validation testing, and failure analysis. Identifies opportunities for product enhancements and cost-saving. Provides guidance to lower-level product engineers. Bachelor's degree required and four years experience.
038680	Product Engineer III (Lead)	Engineering	*NEW for 2014* Leads the design and development of new and existing products. Oversees the day-to-day product schedule and ensures customer requirements are met through parts design, validation testing, and failure analysis. Recommends and implements improvements to processes and controls. Bachelor's degree required and six years experience.

Job Number	Job Title	Job Family	Job Description
038500	Project Engineer I	Engineering	Plans and formulates engineering program and organizes project staff. Assigns project personnel to specific phases or aspects of project, such as technical studies, product design, preparation of specifications, and technical plans and product testing. Reviews product design for compliance with engineering principles, organization standards, and customer requirements. Directs integration of technical activities and products. Evaluates and approves design changes, specifications, and drawing releases. Prepares interim and completion project reports. Bachelor's degree in engineering required and five years experience.
038510	Project Engineer II (Senior)	Engineering	*NEW for 2014* Provides leadership and technical expertise for engineering program. Assigns personnel to different phases of a project. Reviews product design for compliance with engineering principles, organization standards, and customer requirements. Directs integration of technical activities and products. Ensures projects are completed on time and within budget. Bachelor's degree required and six years experience.
038520	Project Engineer III (Lead)	Engineering	*NEW for 2014* Leads project engineering teams in planning and formulating engineering programs. Offers advice and technical expertise to subordinate engineers. Oversees assignments of a difficult nature. Ensures projects are completed on time and within budget. Bachelor's degree required and seven years experience.
038800	Quality Control Engineer I	Engineering	Maintains the quality and consistency of the organization's products. Reviews quality standards, tolerances, and engineering changes. Evaluates engineering changes for rework of parts and subassemblies. Analyzes engineering specifications and manufacturing processes. Develops test plans and automated testing tools. Investigates and analyzes quality problems, recommends solutions and ensures corrections are made. Bachelor's degree in engineering required.
038810	Quality Control Engineer II (Senior)	Engineering	Ensures quality standards of products and materials through testing. Reviews and analyzes clients' scope of services. Collaborates with team to prioritize testing efforts. May train team members as needed. Bachelor's degree in engineering required and three years experience.
038820	Quality Control Engineer III (Lead)	Engineering	Works with engineers and organizational teams to produce products on schedule that meet quality requirements. Ensures product quality by directing and checking the work of team members through product testing. Participates in all phases of product development. Bachelor's degree in engineering required and six years experience.
039100	Reliability Engineer	Engineering	Evaluates new technologies, applications, and existing systems to improve and optimize the operations of process equipment. Drives continuous improvement initiatives to ensure equipment reliability that supports long-term productivity needs and reduces costs and defective goods. Assists in defining and setting standards and training for precision maintenance practices. Bachelor's degree in engineering required.
204770	Reservoir Engineer	Engineering	Coordinates project development and implementation with drilling, production, and land professionals. Analyzes test data to define reservoir characterization. Estimates reservoir potential to determine value and required investment. Analyzes fluid properties to predict behavior and physical effects. Investigates enhanced oil recovery options. Bachelor's degree in petroleum engineering required and three years experience.
039350	Semiconductor Engineer	Engineering	Performs design and modeling work with semiconductor technologies. Defines the production plan to fabricate semiconductors and establishes performance goals. Designs systems to monitor component performance. Bachelor's degree in engineering required and two years experience.
039450	Solar Process Engineer	Engineering	Oversees the solar cell fabrication process. Monitors line productivity and analyzes statistical process control data. Implements process improvements to reduce costs and increase production efficiencies. Bachelor's degree in engineering required and three years experience.

Job Number	Job Title	Job Family	Job Description
039700	Structural Engineer	Engineering	Plans, designs, and oversees the construction and maintenance of building structures such as airports, bridges, oil rigs, power plants, water and sewage systems, and waste disposal units. Designs structures to meet estimated load requirements, computing size, shape, strength, and type of structural members. Performs structural analysis of plans and structures prepared by other engineers. Inspects existing projects and recommend repair and replacement of defective members or rebuilding of entire structure. Bachelor's degree in engineering required.
039750	Switch Engineer	Engineering	Implements hardware and software systems needed to successfully transition to an IP protocol. Designs, tests, and configures switch equipment. Documents performance standards and monitors the functioning of the new system. Bachelor's degree required and three years experience.
039770	Switch Engineering Technician	Engineering	Responsible for installing and maintaining switching, routing, and transmission equipment. Troubleshoots network problems and alarms, maintaining documentation of issues and their resolution. Associate's degree required and two years experience.
039800	Systems Engineer I	Engineering	Configures and integrates electronic and mechanical hardware with software products to meet the functional criteria of client specifications. Provides guidance to field technicians during installation and maintenance activities. Conducts customer training and provides support regarding systems as needed. Bachelor's degree required.
039820	Systems Engineer II (Senior)	Engineering	Configures and integrates electronic and mechanical hardware with software products to meet the functional criteria of client specifications. Addresses more complicated technical issues that occur during installation and maintenance activities. Bachelor's degree required and three years experience.
039810	Systems Engineer III (Lead)	Engineering	Configures and integrates electronic and mechanical hardware with software products to meet the functional criteria of client specifications. Addresses highly technical issues that occur during installation and maintenance activities. Bachelor's degree required and six years experience.
039830	Systems Engineering Manager	Engineering	Manages a staff of systems engineers involved in the analysis, design, development, and implementation of hardware and software solutions. Prepares project schedule and monitors progress toward completion to ensure it is within budget, on time, and meets customer needs. Bachelor's degree required and eight years experience.
039850	Test Engineer I	Engineering	Performs test analyses and participates in the design process to ensure products meet project requirements. Develops test requirements, plans, use cases, and procedures. Develops test protocols, processes, and standardized report forms. Reviews and interprets test results to provide feedback on product improvements. Bachelor's degree in engineering required.
039860	Test Engineer II (Senior)	Engineering	Develops test plans and conducts testing activities to ensure products meet project requirements. Reviews documents and generates reports and proposals. Participates in the review of product tests, develops and executes test procedures, and sets-up and configures test benches. Bachelor's degree in engineering required and three years experience.
039870	Test Engineer III (Lead)	Engineering	Designs, develops, and documents test plans and procedures through all phases of product testing. Provides technical guidance on complex projects. Reviews and oversees product and system testing to ensure adherence to organization and customer quality standards. Coaches and mentors team in all aspects of product testing. Bachelor's degree in engineering required and six years experience.
039880	Test Engineering Manager	Engineering	Provides technical leadership and supervises team in all aspects of product testing. Conducts research on test tools, trends, and methodologies. Prepares, maintains, and reports on testing budget. Bachelor's degree in engineering required and eight years experience.
039890	Thermal Engineer	Engineering	Incorporates the conclusions drawn from heat transfer analysis and fluid dynamics into new product design. Develops prototypes to test the impact of proposed thermal design modifications. Prepares work instructions, engineering drawings, and financial analyses. Bachelor's degree in engineering required and three years experience.

Job Number	Job Title	Job Family	Job Description
039910	Validation Engineer I	Engineering	Develops the validation plan for determining if new systems and processes are performing as they were designed. Identifies installation qualifications (IQ), operational qualifications (OQ), and production qualifications (PQ). Reviews standard operating procedures. Interprets test results from validation studies. Bachelor's degree required and two years experience.
039920	Validation Engineer II (Senior)	Engineering	Prepares validation summary reports. Recommends corrective action to address deviations found in the validation studies. Communicates findings to product development team members. Serves as the organization's representative for inspections and audits. Bachelor's degree required and five years experience.
039930	Validation Engineering Technician	Engineering	Assists engineers with implementation of the validation protocol. Develops forms and maintains software used to record data from validation studies. Calibrates test equipment. Associate's degree required and three years experience.
039900	Water/Waste Water Environmental Engineer	Engineering	Maintains wastewater pipeline and pumping station planning, design, and construction. Provides environmental regulatory guidance and field support on waste, water, wastewater, storm water, groundwater, spill, and remediation projects and issues. Conducts inspections and compiles and submits required reports. Bachelor's degree in engineering required and two years experience.
000700	Chief Information Officer	Executive Management	Directs the organization's information systems and programming activities, including the operation of computer equipment and systems design. Provides senior management with leadership and direction regarding the organization's computer operations and applications development. Master's degree preferred and extensive experience in information systems.
001060	Chief Security Officer	Executive Management	Ensures the physical safety and security of employees, facilities, and assets and protects the organization's intellectual property and computer systems. Develops security policies and outlines methods for maintaining security. Investigates security breaches, assesses areas of vulnerability, and creates corrective action plans to address issues. Master's degree preferred and extensive experience in security.
001070	Chief Technology Officer	Executive Management	Establishes and executes the organization's technology strategy, ensuring it is aligned with the goals and objectives of the business. Oversees the research and development function. Maintain awareness of technological advances in order to retain the organization's competitive advantage. Possesses knowledge of regulatory requirements and intellectual property issues. Master's degree preferred and extensive experience in technology.
005000	Top Engineering Executive	Executive Management	Plans and directs the organization's overall engineering operations. Coordinates research and development, quality control, and product modification and improvement activities in conformance with established programs and objectives. Establishes service policy and support. Provides engineering advice and technical assistance to other departments. Master's degree preferred with extensive experience in engineering and management.
005100	Top Environmental Executive	Executive Management	Provides oversight of the organization's engineering function as it pertains to identifying and remedying environmental problems involving the organization, employees, or the public. Attends environmental, regulatory, and legislative meetings/hearings on the organization's behalf. Master's degree with extensive experience.
070010	.Net Developer I	Information Systems	Analyzes business requirements to design and code web based applications using the .Net framework. Creates test plans, identifies, and corrects any software bugs. Maintains all software documentation and specifications. Bachelor's degree in computer science required and three years experience.
070020	.Net Developer II (Senior)	Information Systems	Provides support to less senior developers on large-scale and difficult projects in the .Net framework. Conducts feasibility studies of potential future projects. Designs and develops new software applications or significant enhancements to existing software. Troubleshoots system integration and compatibility issues associated with legacy applications. Bachelor's degree in computer science required and five years experience.

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070050	Application Architect	Information Systems	Analyzes business needs of the organization and translates those needs into the technical requirements for the project. Oversees all aspects of application development, from coordinating work with programmers and documenting procedures to testing applications. Ensures that projects are completed in a timely manner and meet the needs of end users. Evaluates vendor options when application development cannot be done in-house. Bachelor's degree in computer science required and five years experience.
070060	Application Development Manager	Information Systems	Manages the analysis, design, development, testing, and implementation processes for the organization's software application projects. Identifies technical resources, staffing, and budget required to execute projects. Monitors project timelines and milestones to track progress. Bachelor's degree in computer science required and six years experience.
070070	Application Server Administrator	Information Systems	Maintains web and application servers to ensure their proper operation. Monitors system logs and performs upgrades as part of regular system administration. Documents procedures and system level documentation. Bachelor's degree in computer science required and two years experience.
070100	Applications Programmer I	Information Systems	Prepares or modifies simple programs following well-defined specifications and instructions. Tests and debugs own programs. Performs work under close supervision and with much direction. Possesses basic knowledge of computer logic and one programming language. Bachelor's degree in computer science or related area required.
070200	Applications Programmer II (Senior)	Information Systems	Codes, tests, debugs, and documents moderately complex programs in several programming languages. Develops program flow. Possesses knowledge of appropriate computer languages, computer logic, and specifications and parameters for storing data. Performs work under general supervision and direction. Bachelor's degree in computer science or related area required and three years experience.
070300	Applications Programmer III (Lead)	Information Systems	Coordinates the preparation, coding, testing, and debugging of complex programs. Analyzes and develops program flow. Provides training and guidance to lower level programmers. Possesses advanced knowledge of several programming languages, including current complex languages. Understands all phases of programming including computer logic and parameters for storing data. Has excellent communications skills and understanding of user environment and needs. Bachelor's degree in computer science or related area required and five years experience.
070350	Audio Visual Technician	Information Systems	Assembles, operates, and disassembles audio visual equipment. Accounts for all inventory before, during, and after events. Schedules and maintains equipment. High school education required and one year experience.
020400	Business Intelligence Analyst	Information Systems	Evaluates the business and end user data requirements and develops analytical and reporting tools to address those needs. Writes code to extract data from multiple databases. Creates applications which integrate data from multiple sources to aid decision making. Provides training and technical support to end users on customized reporting tools. Bachelor's degree required and two years experience.
070410	Client/Server Developer	Information Systems	Designs and develops client/server software applications. Maintains databases supporting the applications. Configures and installs new or upgraded applications and troubleshoots implementation problems. Ensures that security measures and other controls are built into the design of the application. Bachelor's degree in computer science required and three years experience.
070400	Client/Server Operations Specialist	Information Systems	Monitors and controls systems in a client/server environment in accordance with established routines to ensure continuous service. Provides analytical and design support to include implementation of client/server application software. Handles complex problems regarding systems operations, and confers with software engineers in the event errors require modifications of instructions or operations. Understands a variety of hardware platforms in operations environments and is able to effectively communicate with system users to recognize, clarify, and resolve problems. Bachelor's degree in a related area required.

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070470	Cloud Architect	Information Systems	Analyzes technical requirements in order to design and implement cloud based infrastructure solutions. Ensures significant transition planning as part of the implementation. Bachelor's degree in computer science required and five years experience.
070600	Cold Fusion Developer I	Information Systems	Develops web portals, applications and other interfaces using Cold Fusion. Configures applications to meet market or client requirements. Maintains design documentation and conducts extensive testing throughout implementation. Bachelor's degree in computer science required and three years experience.
070610	Cold Fusion Developer II (Senior)	Information Systems	Designs and develops complex Cold Fusion web portals, applications, and interfaces. Participates in all phases of the project's development including interpreting business requirements, coding, testing, documenting procedures, and implementing applications. Monitors performance of applications and troubleshoots issues. Bachelor's degree in computer science required and five years experience.
070770	Computer Hardware Engineer	Information Systems	Designs and develops computer hardware and related equipment. Builds and tests hardware prototypes, conducting reliability and failure analyses on products. Incorporates test findings into design modifications. Defines and documents system specifications. Bachelor's degree in computer science required and two years experience.
070900	Computer Operations Manager	Information Systems	Manages activities in the computer operations area. Plans, schedules, and assigns work for multiple shifts of operations. Oversees scheduling, system monitoring, and problem resolution of batch jobs. Develops standards, guidelines, and procedures for operations, maintenance, and emergency response. Bachelor's degree in computer science or related area required and five years experience.
070500	Computer Operations Specialist I	Information Systems	Ensures that all computers and associated equipment are operational at all times. Monitors hardware systems using operating systems and executes daily backups. Performs duties associated with batch processing of jobs and distributes appropriate reports. Solves commonly occurring operations problems and refers more complex problems to higher-level staff. High school education or equivalent required and one year experience.
070700	Computer Operations Specialist II (Senior)	Information Systems	Performs complex duties in computer operations. Starts up, monitors, assesses, controls, and brings down the system according to established objectives and strategies. Coordinates response to emergencies and other serious operations problems. Resolves more complex operations problems or refers to higher-level technical support and assists with correcting problems. Answers questions about operational procedures from users and assists with resolving common problems. Associate's degree in computer science required and two years experience.
070800	Computer Operations Supervisor	Information Systems	Supervises employees that monitor and control computer operations. Serves as a chief operator and deals with a wide range of complex or specialized computer system operations and problems. Researches error messages and corrects or refers to higher-level technical staff. Maintain operating procedures as needed. Associate's degree in computer science required and three years experience.
071400	Computer Repair Technician	Information Systems	Installs and repairs computers and related peripheral equipment. Diagnoses and repairs hardware malfunctions. Uses hand tools, power tools and electrical and electronic test equipment. Follows electrical code, manuals, specifications and blueprints. Technical training certification required or comparable experience.
071700	Data Architect	Information Systems	Designs database structures that support the business needs of end users. Develops conceptual, logical, and physical data models. Defines and designs database structures. Evaluates hardware and software platforms and ensures system integration. Controls meta data strategy, data cleansing, and security strategy. Bachelor's degree required and five years experience.
071800	Data Entry Clerk I	Information Systems	Inputs data into personal computer or terminal. Works from standard documents, coding data from instructions. Proofs own work. Refers problems and missing information to others. Performs repetitive and routine tasks following detailed instructions. High school education or equivalent required.

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071900	Data Entry Clerk II (Senior)	Information Systems	Inputs a variety of data into personal computer or terminal. Works from drafts and documents, consolidating and matching information for input. Assists in resolving problems or finding missing information. Proofs own work. Assists in training and instructing co-workers. High school education or equivalent required and two years experience.
072550	Data Warehouse Analyst	Information Systems	Designs data warehouse components such as databases, ETL processes, and reporting environments. Creates processes for maintaining metadata. Evaluates any data inconsistencies. Defines end user reporting requirements. Monitors performance statistics and makes recommendations for improvement. Bachelor's degree in computer science required and three years experience.
072600	Data Warehouse Manager	Information Systems	Gains understanding of business processes and projects from others within the organization in order to develop and manage business intelligence/data warehouse project goals, performance metrics, timelines, and budgets. Coordinates testing and implementation for data warehouse projects. Evaluates available technologies in order to best meet business needs for data reporting. Designs the security architecture. Bachelor's degree in computer science required and six years experience.
072700	Data Warehouse Specialist	Information Systems	Develops system configurations and defines technical and functional specifications for data warehouse projects. Writes code to extract data from original data sources. Creates test scripts to identify and address data inconsistencies. Performs quality audits of processes in order to verify data integrity. Provides end user support for data reporting tools. Bachelor's degree in computer science required and three years experience.
072000	Database Administrator	Information Systems	Develops, codes, and maintains computer databases. Coordinates changes to computer databases and writes the code. Tests and implements changes. Modifies existing databases or directs programmers and analysts to make changes. Plans, coordinates, and implements security measures to ensure appropriate use of data and prevent damage, unauthorized modification, or disclosure. Specifies user and user access level. Reviews project requests to estimate time and costs. Bachelor's degree in computer science required and two years experience.
072100	Database Administrator Supervisor	Information Systems	Supervises work in database design, implementation, and maintenance. Reviews and evaluates the work of subordinates and implements policies regarding budget, staffing levels, and quality standards. Oversees database administration including configuration, security, resource monitoring and reporting, troubleshooting, and the development of specialized programs. Oversees the performance of subordinate employees and provides status reports on the activities of the assigned unit. Bachelor's degree in computer science required and three years experience.
072200	Database Analyst	Information Systems	Assists in maintaining the organization's database. Modifies database management systems applications that are small and/or less complex in nature. Refers complex projects to higher-level staff for review. Bachelor's degree in computer science required or equivalent experience.
072260	Database Developer I	Information Systems	Designs database structures, programs, and applications to meet the business needs of others within the organization. Develops queries and other interfaces that allow end users to view and edit the data stored in the database. Creates and maintains supporting documentation for database structures, processes, and logic. Works to resolve database performance and capacity issues. Performs database maintenance including upgrades, backups, and restores. Bachelor's degree in computer science required and three years experience.
072270	Database Developer II (Senior)	Information Systems	Designs large, complex database structures, programs, and applications to meet the business needs of others within the organization. Performs design/code reviews, testing, and data modeling on assigned projects. Evaluates the potential for optimizing the database, queries, and procedures. Establishes standards for specialized databases. Bachelor's degree in computer science required and five years experience.

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072300	Desktop/Computer Support Coordinator	Information Systems	Investigates and resolves user software and hardware problems. Answers questions, applying knowledge of software, hardware, and procedures. Talks to programmers to explain software errors or to recommend changes to programs. Calls software and hardware vendors to request service regarding defective products. Assists with developing user training materials and may train users on software and hardware, or recommend outside contractors to provide training. Possesses a thorough knowledge of organization's hardware and software systems. Bachelor's degree required or equivalent experience.
072400	Desktop/Computer Support Specialist	Information Systems	Designs systems and selects hardware and software to serve user needs and utilize full capabilities of the desktop computer. Researches and evaluates software and new technology on continuing basis. Maintains library of software and may establish training programs. Possesses strong analytical, interpersonal, and communication skills. Maintains a broad knowledge of business, data processing concepts, and an overall understanding of the organization's total business needs. Bachelor's degree computer science or a related area required and three years experience.
072800	Electronic Data Interchange (EDI) Analyst/Developer	Information Systems	Designs, develops, and maintains solutions for the electronic data interchange (EDI) needs of the organization and its partners. Modifies EDI maps and programs following changes to departmental and EDI standards/procedures. Verifies automatic process for all inbound and outbound EDI transaction sets and corrects any that are rejected. Maintains system and process data flow documentation. Bachelor's degree required and two years experience.
073050	ERP & CRM Developer I	Information Systems	Analyzes user requirements and configures an ERP/CRM system to meet those needs. Develops test scripts and validation requirements to verify technical and functional criteria are met. Ensures that new systems are integrated with other existing applications. Creates user documentation and conducts training for end users on how to utilize the system. Bachelor's degree in computer science required and three years experience.
073070	ERP & CRM Developer II (Senior)	Information Systems	Leads discussions with end users to identify their requirements for the ERP/CRM system. Reviews the work of less senior developers, guiding them in writing code and configuring the system. Evaluates and resolves data issues and workflow problems. Bachelor's degree in computer science required and five years experience.
073000	Flash Developer	Information Systems	Designs and implements Flash maps, banners, and web sites that are consistent with the design vision outlined by the organization's creative team. Builds Flash objects from scratch by writing code or utilizes files created by another source. Identifies and resolves technical issues. Bachelor's degree in computer science required and three years experience.
073100	Help Desk Coordinator	Information Systems	Assists internal users with computer software and hardware problems. Diagnoses, researches, and resolves problems. Records problem notices in logs. Coordinates referrals to appropriate technical, professional, or service personnel for service, repair, or training. Associates degree preferred and two years experience.
073300	Help Desk Supervisor	Information Systems	Supervises the daily operations of the help desk which includes daily queue management, staff schedules, staff training and assisting with request/issue escalations. Facilitates the operations of desktop-support services to ensure clients' problems are handled expeditiously. Associate's degree required and four years experience.
073800	Information Security Administrator	Information Systems	Researches, evaluates, and recommends systems and procedures for the prevention, detection, containment, and correction of data security breaches. Assists in advising management and users regarding security procedures. Bachelor's degree required and three years experience.
073900	Information Security Director	Information Systems	Oversees policy development, compliance, investigations, and information protection. Provides vision and leadership for developing and supporting security initiatives. Directs the planning and implementation of enterprise IT system, business operation, and facility defenses against security breaches and vulnerability issues. Audits existing systems while directing the administration of security policies, activities, and standards. Bachelor's degree required and extensive experience.

Job Number	Job Title	Job Family	Job Description
074000	Information Systems Director	Information Systems	Directs the information systems activities for the organization. Implements comprehensive long and short-term work schedules. Establishes standards and systems requirements for the organization. Prepares and distributes business reports. Maintains the integrity and security of the information systems. Provides ongoing liaison with user groups to implement programs, determine needs, and resolve problem situations. Negotiates purchase and/or maintenance contracts on hardware or software. Bachelor's degree required and extensive experience.
071000	Information Systems Generalist	Information Systems	Provides technical support to users. Installs and maintains the organization's computer hardware, software, and network infrastructure. Sets-up user accounts and profiles. Troubleshoots problems that arise and resolves them in a minimally disruptive manner. Assists with training end users. Associate's degree preferred and one year experience.
074100	Information Systems Manager	Information Systems	Manages the planning, evaluation, design, development, and implementation of information systems. Evaluates and recommends hardware and software solutions, MIS flow, projects, priorities, and budget. Assumes responsibility for telecommunications, local/wide area network (LAN/WAN), and staffing as needed. Bachelor's degree required and five years experience.
074200	Information Systems Supervisor	Information Systems	Plans, organizes, and supervises staff assigned to implement and maintain organization-wide integrated data systems including networks and software applications operating on various platforms. Bachelor's degree required and three years experience.
074250	iOS Application Developer I	Information Systems	Executes all phases of iOS application development, creating new applications as well as redesigning existing applications. Writes code to support the initial concept and functional requirements, tests application performance and effectiveness, and provides support once deployed. Maintains awareness of constantly evolving technologies and devices. Bachelor's degree in computer science required and three years experience.
074260	iOS Application Developer II (Senior)	Information Systems	Partners with designers and other developers to conceptualize iOS application features and functionality. Oversees the design, development, and testing work of less senior personnel. Establishes project development milestones. Evaluates feedback from testing and performance metrics and determines where coding changes are needed. Ensures that technical specifications and code are well-documented. Bachelor's degree in computer science required and five years experience.
074500	Java Architect	Information Systems	Analyzes business requirements, translates those needs into technical and functional specifications, and develops a system architecture utilizing Java. Manages all phases of the development life cycle from design and programming through testing and implementation. Maintains all software architecture documentation. Evaluates methods for optimizing system performance. Bachelor's degree in computer science required and five years experience.
074600	Java Developer I	Information Systems	Designs software programs in Java to meet business needs. Defines and maintains documentation on application specifications, design and test plans, and code. Performs code reviews. Troubleshoots any technical issues that arise during testing or after deployment. Bachelor's degree in computer science required and three years experience.
074700	Java Developer II (Senior)	Information Systems	Designs and maintains Java applications on the organizations' websites. Leads functional design specification reviews. Programs, tests, and coordinates documentation. Serves as a technical resource, mentoring less senior developers and recommending improvements to existing design. May conduct user training. Bachelor's degree in computer science required and five years experience.
075000	Microsoft Dynamics Analyst	Information Systems	Creates custom forms, workflows, and reports for Microsoft Dynamics CRM products in order to meet business needs. Coordinates software upgrades and implementations. Evaluates system usage and performance and recommends solutions to address problem areas. Conducts user training to demonstrate how to most effectively use all aspects of the application. Bachelor's degree in computer science required and three years experience.

Job Number	Job Title	Job Family	Job Description
075100	Microsoft Dynamics Developer	Information Systems	Analyzes business requirements and processes in order to effectively design custom modifications to Microsoft Dynamics CRM applications. Responsible for coding, testing, and debugging programs. Manages migration from legacy system to Microsoft Dynamics product. Ensures smooth integration with other applications used within the organization. Prepares design and technical documentation. Bachelor's degree in computer science required and three years experience.
075300	Mobile Applications Developer I	Information Systems	Executes all phases of application development for mobile devices, creating new applications as well as redesigning existing applications. Writes code to support the initial concept and functional requirements, tests application performance and effectiveness, and provides support once deployed. Maintains awareness of constantly evolving technologies and available mobile devices. Bachelor's degree in computer science required and three years experience.
075350	Mobile Applications Developer II (Senior)	Information Systems	Partners with designers and other developers to conceptualize application features and functionality for mobile devices. Oversees the design, development, and testing work of less senior personnel. Establishes project development milestones. Evaluates feedback from testing and performance metrics and determines where coding changes are needed. Ensures that technical specifications and code are well-documented. Bachelor's degree in computer science required and five years experience.
075370	Mobile Applications Manager	Information Systems	Manages the application development process for mobile platforms. Creates the product strategy for the organization. Establishes the technical requirements and features, prepares and maintains documentation, and oversees product releases. Works with developers to address technical issues with the application's performance. Analyzes competitors' mobile offerings and remains current on available technologies. Bachelor's degree in computer science required and three years experience.
075500	Network Administrator	Information Systems	Monitors the status of the network to ensure that all devices are working properly. Administers e-mail system. Evaluates network performance to maintain standards and corrects as necessary. Installs upgrades, receives calls pertaining to network problems and either corrects the problem or directs user to the appropriate area for resolution. Provides tape backup. Maintains network security including registering users and installing firewalls. Bachelor's degree required or equivalent experience.
255500	Network Communications Technician I	Information Systems	Performs routine installations, updates, and maintenance of new and existing network communications equipment such as cabling, ethernet lines, hubs, network switches, and routers. High school education or equivalent required.
255510	Network Communications Technician II (Senior)	Information Systems	Performs complex installations, updates, and maintenance of new and existing telecommunication systems and networks. Handles network system planning, monitoring, and testing. Completes preventive maintenance on network communications equipment. High school education or equivalent required and two years experience.
255600	Network Engineer	Information Systems	Designs, configures, troubleshoots, and maintains the local and wide area networks (LAN and WAN) including routers, switches, gateways, and applications servers. Tests network systems to eliminate problems and make improvements. Evaluates LAN/WAN hardware and software requirements and capabilities related to user needs and coordinates installation of required hardware and software. Documents standards for network architecture. Bachelor's degree required and two years experience.
075700	Network Manager	Information Systems	Ensures effective utilization of network management tools and applications to enhance system performance and limit downtime. Makes recommendations for purchases of network hardware, software, and communications for current and future system needs. Directs testing and develops procedures for problem management, disaster recovery, and network and system changes. Reviews project feasibility studies, confers with management to prioritize projects, and prepares progress reports regarding project development initiatives. Bachelor's degree required and five years experience.

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075800	Network Services Director	Information Systems	Plans, organizes, controls, and manages the overall activities of the network services department including troubleshooting, backups and recovery, administration, security, documentation, asset management, and end user support. Participates in the process of hardware/software vendor identification, evaluation, and selection. Coordinates and oversees the planning, scheduling, development, and implementation of changes, enhancements, and new systems. Develops and monitors the annual budget for network services area. Master's degree preferred and seven years experience.
075900	Open Source Developer I	Information Systems	Designs Open Source components, modules, and plug-ins for the organization's websites. Supports and adds functionality to existing PHP applications. Tests and deploys content, ensuring that final product meets specifications. Bachelor's degree in computer science required and three years experience.
075950	Open Source Developer II (Senior)	Information Systems	Develops, tests, and implements complex Open Source systems. Serves as a mentor for less senior developers, providing guidance as they troubleshoot issues occurring during testing phase. Writes and maintains technical documentation which includes test plans. Bachelor's degree in computer science required and five years experience.
076100	Oracle Applications Developer I	Information Systems	Designs, documents, tests, and implements custom enhancements to the standard Oracle modules to meet the business requirements of the organization. Creates modifications such as reports, queries, menus, and forms. Troubleshoots Oracle workflow processes. Bachelor's degree in computer science required and three years experience.
076200	Oracle Applications Developer II (Senior)	Information Systems	Oversees projects involving Oracle software customizations. Coordinates the information gathering process to gain a full understanding of the organization's business needs. Leads the design review to translate user requirements into technical specifications and code. Tests, debugs software, and provides high-level support after implementation. Bachelor's degree in computer science required and five years experience.
076600	Oracle Database Administrator I	Information Systems	Manages Oracle databases, performing backups, error recovery, performance tuning, and upgrades. Administers databases in production and test environments. Ensures that security controls are in place and compliance requirements are met. Bachelor's degree in computer science required and three years experience.
076650	Oracle Database Administrator II (Senior)	Information Systems	Facilitates Oracle database infrastructure, design, and capacity planning. Identifies opportunities to standardize models and processes. Creates and maintains database disaster recovery plans. Oversees database deployments and works to resolve issues that arise. Bachelor's degree in computer science required and five years experience.
076500	Programmer/Analyst I	Information Systems	Assists in fact finding to develop and/or modify information systems. Provides assistance with development of program specifications. Designs, codes, tests, and debugs programs. Prepares documentation for own programs. Requires basic understanding of computer logic and one programming language. Bachelor's degree in computer science required and three years experience.
076700	Programmer/Analyst II (Senior)	Information Systems	Performs all phases of applications systems analysis and design. Prepares detailed specifications from which programs will be written. Designs, codes, tests, and debugs moderately complex programs. Maintains and documents programs. Analyzes and revises system logic. Performs work under general supervision with freedom allowed to develop own methods. Possesses strong interpersonal and communication skills. Acquires knowledge of several current and complex programming languages. Bachelor's degree in computer science required and five years experience.
076800	Programmer/Analyst III (Lead)	Information Systems	Formulates scope and objectives through research to develop or modify very complex systems. Reviews detailed specifications and recommends modifications. Coordinates the design, writing, and maintenance of complex application programs. Designs, codes, tests, and debugs complex application programs as needed. Possesses knowledge of several 4th generation languages. Provides guidance to lower level programmers/analysts. Bachelor's degree in computer science required and seven years experience.

Job Number	Job Title	Job Family	Job Description
076000	Project Manager - IT I	Information Systems	Directs the design and development of new application programs for specified projects. Modifies and maintains existing applications to meet objectives. Plans and analyzes assigned projects, establishes schedules and project parameters, and sets procedures. Bachelor's degree in computer science required and five years experience.
076010	Project Manager - IT II (Senior)	Information Systems	*NEW for 2014* Oversees the design, development, and modification of more complex application programs for specified projects. Provides advice for lower-level project managers. Plans and analyzes assigned projects, establishes schedules and project parameters, and sets procedures. Manages project budgets and estimates. Bachelor's degree required and seven years experience.
177660	Quality Assurance Analyst I	Information Systems	Designs test plans to verify whether software applications and systems meet functional requirements, design specifications, and performance goals. Analyzes test results to identify defects and configuration issues which need to be communicated to other staff members. Bachelor's degree required and two years experience.
177670	Quality Assurance Analyst II (Senior)	Information Systems	Establishes quality assurance and testing standards for complex computer system and software application projects. Develops manual and automated testing scripts to identify defects. Analyzes findings and prepares recommendations for correcting the issues. Bachelor's degree required and four years experience.
077550	Reports Developer	Information Systems	Gathers reporting requirements from end users and creates reports and dashboards using available software applications. Manages ad-hoc requests and develops repeatable reporting processes. Evaluates data quality/integrity and identifies methods for validating results. Maintains documentation on processes and design specifications. Bachelor's degree preferred and two years experience.
077850	SAP Programmer I	Information Systems	Develops custom SAP applications to meet the business needs of the organization. Designs, programs, tests, and implements SAP functionality. Creates specialized reports and forms. Conducts training on how to utilize the application. Provides technical support for issues that arise with functionality and performance. Bachelor's degree in computer science required and three years experience.
077860	SAP Programmer II (Senior)	Information Systems	Leads development projects involving SAP components. Oversees all phases of the process, from the analysis of requirements and programming to the testing and implementation. Handles moderately complex software programming. Bachelor's degree in computer science required and five years experience.
077000	Software Engineer	Information Systems	Designs, codes, tests, debugs, and documents new software systems or applications programs. Enhances existing versions of software as needed. Possesses knowledge of relevant development environments and protocols. Bachelor's degree in computer engineering or computer science required.
077100	Software Quality Assurance Tester	Information Systems	Evaluates and tests new or modified software programs. Performs software and system testing procedures and debugs and characterizes defects. Verifies that programs function according to requirements and conform to guidelines. Determines conditions under which tests are to be conducted and sequences and phases of test operations. Prepares technical reports and defect logs. Bachelor's degree in computer engineering or electrical engineering required.
077200	Software Technician	Information Systems	Provides technical support to software users and troubleshoots to determine cause of problem and records results. Recommends changes in test methods or equipment as needed for engineering/testing review. Bachelor's degree in computer science required or equivalent experience.
078000	Systems & Programming Manager	Information Systems	Manages staff in applications systems analysis and programming. Oversees the preparation, testing, revision, and implementation of programs to meet organizational needs. Consults with appropriate management staff to clarify system and program purpose, identifies problems, and determines the extent of application system modifications required. Develops project plans and schedules, contingency plans, workflow diagrams, and maintains program and system documentation. Bachelor's degree in computer science required and extensive experience.

Job Number	Job Title	Job Family	Job Description
077400	Systems Administrator	Information Systems	Installs, configures, and maintains operating system workstations and servers. Schedules and performs software installations and upgrades to operating systems and layered software packages. Studies existing information processing systems to evaluate effectiveness and develops new systems to improve production or workflow as required. Maintains workstation/server data integrity by using appropriate software and hardware solutions along with implementing a schedule of backups for data archiving. Audits hardware/software to ensure compliance with organization guidelines. Keeps a database/library of all supporting documentation for hardware and software. Bachelor's degree required.
077500	Systems Analyst I	Information Systems	Confers with user departments to identify system requirements and solve moderately complex business problems. Prepares detailed specifications from which programs can be written. Analyzes and revises existing system logic. Assists user departments in developing procedures and trains staff on the use of computer system. Performs work with limited supervision. Possesses an understanding of the business and user needs, capacity and limitations of equipment, operating time, and desired results in order to provide data solutions. Maintains strong interpersonal and communication skills and knowledge of one or more 4th generation programming languages and/or databases. Bachelor's degree in business, computer science, or related area required and four years experience.
077700	Systems Analyst II (Senior)	Information Systems	Confers with user departments to identify system requirements, develop functional design specifications to meet requirements, and solve complex business problems. Analyzes and revises existing system logic. Assists user departments in developing procedures and provides user training. Provides guidance and training to lower level, less experienced analysts. Maintains a thorough understanding of the business functions, user needs, capacity, and limitations of equipment, operating time, and desired results in order to provide data solutions. Possesses strong interpersonal and communication skills and knowledge of two or more 4th generation programming languages and/or databases. Bachelor's degree in business, computer science, or related area required and six years experience.
077800	Systems Analyst III (Lead)	Information Systems	Coordinates the identification of system requirements and functional design specifications to meet user needs. Reviews analysis and revisions to system logic. Analyzes procedures and user training programs on use of computer system. Directs and/or coordinates the most complex system analysis projects. Maintains knowledge of several 4th generation and mainframe programming languages and databases. Provides guidance to lower level analysts. Bachelor's degree in business, computer science, or related area required and seven years experience.
078500	Telecommunications Analyst	Information Systems	Evaluates, designs, and maintains existing data communications equipment. Analyzes the needs of users and recommends solutions for software/hardware systems. Prepares specifications for implementation of new programs or modifications to vendor software. Monitors the operation of telecommunications systems and services of vendors. May be responsible for local area network (LAN) and wide area network (WAN) systems. Associate's degree required and two years experience.
078700	Telecommunications Manager	Information Systems	Manages voice, data, and video communication systems throughout the organization, including planning, designing, installing, and maintenance of networks. Oversees budgeting and future planning of telecommunications systems and projects. Consults with IS department to coordinate telecommunications systems capabilities and functions. Bachelor's degree required and five years experience.
078800	Telecommunications Supervisor	Information Systems	Supervises employees engaged in operation and maintenance of voice, data, and video communication systems. Provides diagnostics to maintain telecommunications equipment. Troubleshoots problems and contacts appropriate vendors for service. Researches, recommends, and implements new technologies to ensure effective telecommunications services. Works with equipment and services vendors for enhancements or replacements of existing services and products. Trains users and assists in the networking of data, both internally and externally. Bachelor's degree required and three years experience.

Job Number	Job Title	Job Family	Job Description
078900	Telecommunications Technician	Information Systems	Installs and repairs voice, data, and video communications systems to ensure reliable operation. Troubleshoots, conducts preventive maintenance, and performs system diagnostic checks. Resolves problems or refers to outside service vendors. Reviews work orders and disassembles and moves equipment. Provides training and technical assistance to users as needed. Associate's degree required or equivalent training and/or experience.
078950	UNIX/Linux System Administrator I	Information Systems	Supports and maintains the organization's UNIX/Linux servers. Installs software updates and security programs. Performs system backups and restores files when needed. Reviews and updates automation scripts in order to automate some processes. Monitors the performance of systems and applications stored on the server and works to resolve issues. Bachelor's degree in computer science required and three years experience.
078960	UNIX/Linux System Administrator II (Senior)	Information Systems	Performs system maintenance on the organization's UNIX/Linux servers and storage hardware, managing the installation and continued support for operating systems and applications. Analyzes performance and available resources, identifying opportunities for optimization. Establishes technical and security procedures for server operations. Troubleshoots escalated service issues. Bachelor's degree in computer science required and five years experience.
079100	User Interface Designer I	Information Systems	Gathers extensive information about the end users, including their needs and goals, in order to develop an interface design plan. Designs user interfaces that not only promote the organization's vision and brand, but also are efficient and straightforward user experiences. Creates wireframes, mock-ups, and prototypes to represent designs. Bachelor's degree preferred and three years experience.
079110	User Interface Designer II (Senior)	Information Systems	Serves as a mentor to other designers throughout development. Utilizes information gained from user needs analysis to develop user interface design standards. Maintains a design library to coordinate consistent designs across applications. Creates usability testing scenarios to validate user needs. Bachelor's degree preferred and five years experience.
079000	Web Administrator	Information Systems	Maintains the day-to-day operation and administration of the organization's websites. Ensures web site meets organization standards, maintains system security, and troubleshoots system-related problems as needed. Bachelor's degree required and five years experience.
079500	Web Developer	Information Systems	Plans, designs, and maintains infrastructure necessary to deliver internet access and web hosting services. Possesses knowledge of browser standards and current web languages including object-oriented, graphic user interface (GUI), and database programs. May be required to have knowledge of hosting technologies. Bachelor's degree in computer science or related area required.
079700	Windows System Administrator I	Information Systems	Performs system maintenance on Windows based servers. Configures servers and installs software applications, updates, and patches. Handles backups and restores files when needed. Monitors system availability and capacity and addresses concerns. Ensures that security controls are in place. Bachelor's degree in computer science required and three years experience.
079710	Windows System Administrator II (Senior)	Information Systems	Coordinates system maintenance for Windows servers, hardware, software, and peripherals. Manages access points to the server in order to maintain compliance with security requirements. Conducts performance tuning and workload modeling. Tracks server statistics and problem resolution data. Bachelor's degree in computer science required and five years experience.
030600	Aerodynamicist	Technical/Scientific	Analyzes the designs of aircraft, missiles, cars, and boats to evaluate their aerodynamic performance. Conducts testing by collecting data from scale models placed in wind tunnels or by utilizing computer-based modeling. Prepares reports summarizing test data and conclusions. Bachelor's degree in engineering required.

Job Number	Job Title	Job Family	Job Description
030700	Agronomist	Technical/Scientific	Conducts research on crop production and soil management, looking for methods that allow farmers to more efficiently maximize their yields. Prepares technical reports and offers fact-based solutions to crop and soil production problems. Coordinates pest management programs for farmers. Bachelor's degree in agronomy or agriculture required and two years experience.
030800	Animal Technician	Technical/Scientific	Provides care for animals in research laboratories or other controlled settings. Cleans cages and delivers food and water to animals. Monitors the animals' conditions and behaviors, reporting abnormalities to other staff members. Maintains logs of all activities completed. Performs duties in accordance with departmental procedures and government regulations. High school education or equivalent required and one year experience.
030900	Bioinformaticist	Technical/Scientific	Develops computational tools that allow further analysis of genome information and other biological data. Creates databases and algorithms for experimental research. Designs and implements new analytical methods. Bachelor's degree in biology or computer science required and three years experience.
030400	Biologist	Technical/Scientific	Studies the origin, development, structure, and function of plant and animal life. Performs scientific research to solve appropriate business related biological problems. Provides current knowledge and discovers new biological applications in areas of scientific expertise that are important to the organization. May focus on a particular area of specialty such as zoology, physiology, anatomy, pathology, or pharmacology. Bachelor's degree in biology required.
030450	Biologist (PhD)	Technical/Scientific	Collects, stores, processes, and analyzes data. Deploys, maintains, and retrieves samples. Prepares reports and communicates results. Writes requests for proposals. Coordinates, trains, and supervises the activities of technical team. Represents the organization by communicating with external sources in person and in writing. PhD in biology required and five years experience.
030950	Biostatistician	Technical/Scientific	Designs studies, collects data, and analyzes datasets in collaboration with other researchers to determine impacts and treatments. Assists research faculty with clinical and economic data statistical analysis. Writes documented and validated statistical programs for analysis and reporting. Creates summaries and presents results in written and verbal form. Assists in training subordinates as needed. Master's degree required and two years experience.
031550	Chemical Engineer (PhD)	Technical/Scientific	Conducts research on complex problems and develops solutions. Develops safety procedures for persons working in close proximity to on-going chemical reactions. Troubleshoots problems and develops new chemical manufacturing processes to optimize performance. Designs and plans layout of equipment. Coordinates, trains, and supervises the activities of technical team. Prepares production cost estimates and progress reports. PhD in chemical engineering required and five years experience.
031560	Cheminformaticist	Technical/Scientific	Designs and develops computational tools for data mining and research and development projects. Identifies new visualization methods to support drug development. Master's degree required in chemistry or computer science required and three years experience.
031800	Chemist	Technical/Scientific	Conducts laboratory chemical research and analysis on a range of substances and products. Performs material and product improvement tests. Develops formulas, processes, or methods for solution of technical problems as needed. Performs laboratory tests to determine chemical and physical properties of substances. Analyzes test data and writes resulting reports. Bachelor's degree in chemistry or chemical engineering required and three years experience.
031850	Chemist II (Senior)	Technical/Scientific	*NEW for 2014* Provides guidance to subordinate chemists. Performs high-level laboratory chemical research and analysis on a range of substances and products. Develops formulas, processes, or methods for solutions of technical problems. Analyzes data and documents results. Bachelor's degree required and five years experience.

Job Number	Job Title	Job Family	Job Description
220480	Chemistry Technician	Technical/Scientific	Conducts tests and experiments on chemical products and processes. Performs preventative maintenance on laboratory equipment. Visually inspects laboratory materials to ensure they meet quality standards. Updates and maintains documentation on standard operating procedures and chemical specifications. Bachelor's degree preferred and one year experience.
220730	Clinical Coordinator	Technical/Scientific	Evaluates a patient's need for clinical services, coordinates care, and assesses the quality of service delivered. Provides clinical oversight of care plans delivered by other staff members. Maintains documentation in accordance with regulatory requirements. Bachelor's degree required and one year experience.
220750	Clinical Programmer	Technical/Scientific	Develops programming code and databases to support clinical research data collection and analysis. Creates test scripts to validate statistical programs. Participates in the development of data editing standards and other specification documents. Ensures that programming meets the requirements of the statistical analysis plan. Bachelor's degree required and two years clinical programming experience.
220770	Clinical Research Administrator	Technical/Scientific	Manages the logistical responsibilities associated with clinical research trials and ensures compliance with ethical and regulatory standards. Reviews patient eligibility for participation in clinical trials. Develops protocols and trial documentation. Maintains supplies of trial-related medical equipment. Manages clinical trial databases. Responsible for clinical trial budget. Bachelor's degree required and one year experience.
033550	Cytopathologist	Technical/Scientific	Analyzes cell and tissue samples to diagnose conditions. Uses scientific equipment to study samples collected from patients. Works with physicians and surgeons to diagnose patients' conditions and develop treatment plans. Ensures patient confidentiality as needed. Conducts research to make conclusions on scientific findings which may be presented in journals. Directs, trains, and mentors support staff. Complies with all organizational policies and procedures as well as local, state, and federal regulations. Degree in medicine and license to practice required and three years experience.
034570	Environmental Health & Safety Specialist	Technical/Scientific	Evaluates the organization's exposure to environmental and safety hazards through inspections and monitoring of the facility. Ensures compliance with organization, federal, and state regulations. Manages reporting of incidents, leads investigations, and develops action plans to correct issues. Coordinates the organization's health and safety training programs and maintains Material Safety Data Sheets. Bachelor's degree required and two years experience.
034550	Environmental Scientist	Technical/Scientific	Collects, analyzes, manages, and reports on environmental data. Investigates accidents that affect the environment. Plans, implements, and conducts sampling activities. Prepares Phase I environmental assessments and emergency response plans. Researches sources of pollution and develops theories or methods of pollution abatement or control. Master's degree in environmental science required and three years experience.
035000	Environmental Specialist	Technical/Scientific	Coordinates detailed technical activities involved with the management, use, and disposal of hazardous materials and chemicals. Conducts site investigations, prepares reports, and facilitates activities to ensure compliance with safety regulations and procedures. Provides for the collection, transportation, and storage of hazardous waste and materials. Bachelor's degree in environmental science or related area required and three years experience.
035750	Forensic Pathologist	Technical/Scientific	Examines corpses and performs autopsies to investigate and determine cause of death. Assist in criminal investigations by investigating deaths with suspicious circumstances. Researches and investigates the scene where the death occurred. Collaborates with law enforcement officials. Prepares reports and illustrations detailing findings. Directs, trains, and mentors support staff. Complies with all organizational policies and procedures as well as local, state, and federal regulations. Degree in medicine and license to practice required and five years experience.

Job Number	Job Title	Job Family	Job Description
035005	Geologist	Technical/Scientific	Researches the composition, structure, and history of the Earth's crust by studying rocks, minerals, and fossil remains. Analyzes subsurface and surface geologic data to form recommendations for field development and exploration projects. Applies knowledge of chemistry, physics, biology, and mathematics to help locate mineral, geothermal, and petroleum deposits and underground water resources. Prepares geologic reports and maps, interprets research data, and recommends further study or action. Bachelor's degree in geology required and two years experience.
035770	Geophysicist	Technical/Scientific	Studies physical properties of the earth and its atmosphere. Researches tidal waves, electromagnetic fields, and seismic activity. Compiles data on geophysical phenomena with geological models and updates maps accordingly. Prepares reports based on geophysical analyses. Utilizes data to evaluate drilling and exploration potential. Bachelor's degree required and three years experience.
035780	Hydrographer	Technical/Scientific	Conducts analyses on water levels and conditions in rivers, lakes, oceans, and storm water. Uses survey equipment and other instruments to evaluate currents, tides, water flow, pressure, and utilization. Calibrates and maintains instruments. Prepares technical reports with collected data, including graphs representing water patterns. Bachelor's degree required and two years experience.
035790	Hydrologist	Technical/Scientific	Analyzes water resource and precipitation data as the basis for establishing water policies and resolving water management issues. Utilizes computer modeling to develop flood forecasts and drought management plans.. Researches the impact of environmental and weather changes on water resources. Bachelor's degree in hydrology required and two years experience.
035800	Infection Control Manager	Technical/Scientific	Establishes the organization's infection control goals and implements practices facility-wide to ensure the well-being of patients, employees, and visitors. Manages surveillance, data analysis, and reporting. Maintains the organization's infection prevention and control plan. Conducts training for staff on infection control guidelines and serves as a resource when infection control issues arise. Bachelor's degree in nursing, CIC license, and five years experience required.
152780	Laboratory Assistant	Technical/Scientific	Assists laboratory technicians by performing routine procedures in compliance with organizational standards and protocols. Opens, sorts, and logs incoming specimens and assembles and sterilizes equipment. Collects and processes specimens. Schedules appointments, interacts with patients, and performs data entry tasks as needed. High school education or equivalent required.
152790	Laboratory Director	Technical/Scientific	Directs the budgetary, purchasing, staffing, and related aspects of laboratory work. Supervises professional and technical laboratory personnel and clerical personnel. Bachelor's degree and MT-ASCP certification required, and seven years experience.
152800	Laboratory Manager	Technical/Scientific	Manages the technical activities of assigned clinical laboratory areas. Provides input into development of departmental policies and procedures, participates in the development of new technical procedures, and ensures laboratory personnel maintain current knowledge of laboratory techniques, procedures, and equipment operation. Oversees quality control program to ensure high quality diagnostic testing and all laboratory activities comply with organization and regulatory agency standards. Bachelor's degree and MT-ASCP certification required and four years experience.
152810	Laboratory Supervisor	Technical/Scientific	Supervises daily technical aspects of a specific laboratory section or sections. Bachelor's degree and MT-ASCP certification required, and two years experience.
037000	Laboratory Technician I	Technical/Scientific	Performs a variety of laboratory tests on raw materials, finished products, chemicals and equipment. Sets-up experiments and tests following detailed instructions and procedures. Receives parameters of expected results. Prepares required test solutions and completes calculations of results. Operates and maintains laboratory equipment and supplies. Maintains detailed test documentation and data. Associate's degree in chemistry, medical technology or related area required and two years experience.

Job Number	Job Title	Job Family	Job Description
037200	Laboratory Technician II (Senior)	Technical/Scientific	Performs a wide variety of laboratory tests on raw materials, finished products, chemicals, and equipment. Sets-up experiments and tests. Makes observations, analyzes data, and interprets test results. Assists in the preparation of technical reports, summaries, protocols, and quantitative analyses of test results. Makes recommendations regarding improvements to test methodology. Possesses the ability to perform all laboratory procedures. Associate's degree in chemistry, medical technology, or related area required and four years experience.
039300	Mathematician	Technical/Scientific	Applies mathematical theories to resolve problems in other fields of study such as science or business. Formulates mathematical and statistical models for use in analyses and computational simulations. Conducts research on mathematical principles. Bachelor's degree in mathematics required.
039400	Meteorologist	Technical/Scientific	Collects data on temperature, humidity, air pressure, wind speed, precipitation, and air quality and inputs the information into computer models. Develops short and long-range weather and pollution forecasts from the modeling programs. Prepares warnings and other alerts to notify the public of weather emergencies. Conducts research on weather patterns and climate change. Bachelor's degree in meteorology required and two years experience.
039500	Microbiologist	Technical/Scientific	Studies the characteristics of microorganisms such as bacteria, viruses, fungi, and algae and how they interact with other entities. Collects samples and performs experiments to study the structure, metabolism, genetics, and ecology of microorganisms. Analyzes results and prepares technical reports summarizing data and conclusions. Bachelor's degree in microbiology required and one year experience.
039550	Perinatologist	Technical/Scientific	Applies knowledge to admit, diagnose, consult, and treat patients with high-risk and complicated pregnancies due to the mother's health, the fetus's health, a previous high-risk pregnancy, or a combination of factors. Utilizes advanced ultrasound skills regularly to evaluate and interpret diagnostic examinations. Ensures patient confidentiality. Directs, mentors, and trains support staff. Complies with all organizational policies and procedures as well as local, state, and federal regulations. Degree in medicine and license to practice required, American Board of Obstetrics and Gynecology (ABOG) certification preferred and three years experience.
039570	Pharmacologist	Technical/Scientific	Studies the effects of medications used to combat illness and disease and to improve and extend quality of life. Designs experiments, tests hypotheses, analyzes data, and writes reports. Researches which medications are harmful and which are helpful in the healing process. Investigates chemical compounds to determine if they are hazardous to the public. Remains knowledgeable on laboratory equipment. Directs, mentors, and trains support staff. Complies with all organizational policies and procedures as well as local, state, and federal regulations. Master's degree required, PhD preferred, and two years experience.
038650	Project Controls Specialist	Technical/Scientific	Estimates and forecasts all information related to costs, schedules, and labor for a given project. Provides input to the baseline budget and creates and maintains schedule for the project. Monitors systems to capture costs and progress on a project and provides timely and accurate reports of these measurements. Analyzes project problems as they arise and recommends corrective action with the least impact to cost and schedule. Bachelor's degree in engineering required.
177650	Quality Assurance Auditor	Technical/Scientific	Conducts internal audits of the organization's policies, procedures, and practices as well as that of vendors, suppliers, and contractors. Documents audit findings, including any deficiencies found. Assists with identifying corrective action plans for areas of nonconformance. Calibrates testing equipment used during inspections. Bachelor's degree preferred and two years experience.
178010	Quality Control Analyst	Technical/Scientific	Performs analytical testing on samples, raw materials, in-process, and finished products. Participates in the development of the organization's quality standards and prepares documentation of test procedures. Coordinates preventative maintenance on laboratory equipment and instruments. Bachelor's degree required and two years experience.

Job Number	Job Title	Job Family	Job Description
178000	Quality Control Manager	Technical/Scientific	Manages the quality department and establishes, monitors, and maintains quality control system. Identifies critical points in the manufacturing process and defines sampling procedure. Determines types of tests to be performed as well as documentation and reporting requirements. Interacts regularly with engineering, manufacturing, and service functions to establish quality standards for raw material, work in process, and finished products. Bachelor's degree required and five years of experience.
039200	Research & Development Manager	Technical/Scientific	Conducts research studies, develops technology, improves designs, and evaluates new products. Directs department employees by planning and laying out work and assisting as needed. Maintains full responsibility for results in terms of cost, methods, procedures, and personnel. Conducts in-depth research, reviews and analyzes technical literature, and stays current on related issues and technical data. Master's degree required and eight years experience.
039000	Research Associate	Technical/Scientific	Performs technical or narrative research. Designs, modifies, and collaborates with primary investigator regarding protocol and methodology of research topics. Conducts library and topical research pertinent to projects. Conducts experiments and studies and assesses outcome. Adapts continued studies based on theorization of findings. Writes and prepares final papers to support findings and submits evidence for publication. Master's degree preferred and two years experience.
228650	Research Scientist I	Technical/Scientific	Prepares research proposals. Organizes projects for scientific data collection under the direction of senior staff. Performs laboratory analyses and interprets and reports results. Communicates findings in research articles or presentations. Bachelor's degree required and two years experience.
228660	Research Scientist II (Senior)	Technical/Scientific	Participates in establishing the organization's research priorities and recommends future research projects. Designs research protocols and conducts laboratory studies. Writes technical reports and presents findings to clients, stakeholders, or industry peers. Prepares grant applications for research projects. Bachelor's degree required and six years experience.
039230	Research Technician	Technical/Scientific	Assists with laboratory duties in a research setting. Performs routine tests with direction from supervisor, manager, or higher level technician. Aides investigator or higher level technician with research studies, experiments, and assays including collection of data, preparation of solutions and set-up and maintenance of equipment. Bachelor's degree required.
228670	Research Technologist	Technical/Scientific	Assists in the planning and design of experiments. Conducts laboratory tests under direct supervision and prepares specimens in accordance with defined protocols. Collects and enters data. Performs basic data analysis and organizes results. Modifies experiments based on data generated as needed. Orders laboratory supplies and trains personnel. Bachelor's degree in science field required.
039600	Scientist	Technical/Scientific	Develops and conducts research projects, including experiment design, data analysis, and documentation of experiment results. Designs research protocols, including developing procedures for the collection, verification, and management of data. Develops theories for understanding, characterizing, and organizing results into systematic and meaningful patterns for the benefit of project advancement and emerging technologies. Assists in smooth transition from research and development to production. Master's degree required and five years experience.
039650	Scientist (PhD)	Technical/Scientific	Performs scientific research and assists with technological developments. Works with cross-functional teams to develop and launch new products. Conducts experimentation to determine relevance and accuracy of collected data. Leads and mentors technical team. Writes and submits reports. PhD in science required and five years experience.
039680	Statistician	Technical/Scientific	Performs data manipulation using various types of statistical analysis. Develops conclusions and recommendations based on analysis. Participates in the preparation and presentation of results. Provides analytical team training and supervises work production. Bachelor's degree in statistics or mathematics required and three years experience.