

CLASSIFICATION GUIDE FOR DISTRICT LEVEL REGIONAL SPECIALIST GS-13 POSITIONS

Listed below are common characteristics of all nonsupervisory GS-13 jobs at the district level. This guidance is intended as a supplement to position classification standards for the purpose of maintaining consistency and uniformity. It can be used to assist in the classification of district level nonsupervisory GS-13 professional jobs other than attorneys and project managers. Each GS-13 job must possess essentially all of the characteristics described below; these characteristics must be typical of the job; they must be performed on a continuing, regular, and recurring basis; and they must be performed at least 25% of the time.

Each of these jobs is heavily impacted by the special knowledge, skills, abilities, or talents of the individual concerned. When vacated, the regional responsibilities, if still required, may continue in the same position, be assigned to another position, or assigned to a different district where the expertise can be found. The person occupying a district nonsupervisory GS-13 job with regional responsibilities:

- Speaks with authority for the district on matters in his or her functional area.
- Is widely recognized as a regional and/or national authority.
- Is frequently sought out by others within the discipline, officials within the agency and by other Federal agencies and state and local governmental organizations for expert professional advice.
- Contributes to the development of Corps guidelines, regulations, and policy; The person in the job is an expert in developing and interpreting guidance for use by others.
- Is readily recognized by those in other functional areas and disciplines as an authoritative source of information; The person in the job is recognized by peers as the technical expert.
- Often directs the efforts of a team carrying out broad project assignments involving unusually difficult conditions, novel problems and controversial issues.
- Is responsible for a major district activity which presents problems of significant depth and complexity.
- Must apply experienced judgement, perception and depth of analysis in formulating important decisions and negotiating to gain acceptance of controversial recommendations.

Other principles:

- The job description should clearly state the higher level duties and responsibilities.
- One such job per discipline - each is a one of a kind job.
- If the regional technical authority duties are assigned to another position or district, the job reverts to a GS-12 upon the incumbent's departure.
- When the need diminishes for a regional technical authority, the job reverts to a GS-12.
- Retention of an employee is not a reason for the job.
- Each job should be established based on sound business practices and sound position management.