

# Position Evaluation

Classification:

Interdisciplinary  
GS- -14

PD#

Organization:

Division  
Civil Works and Management Directorate  
Planning and Policy Division

1. References:

- a. OPM PCS, Mechanical Engineering Series, GS-0830, Jun 77
- b. OPM PCS, GGEEG for Nonsupv Prof Eng Pos, GS-0800, Jun 72

2. Series and Title Determination:

Position serves as MSC senior expert on plan formulation and policy for Civil Works water and related land resource projects within the regional area of a large USACE Engineering Division with several separate district operating programs, with responsibility for the management and provision of advice and direction within the Division and subordinate Districts for quality assurance of plan formulation and policy compliance. Performance of work requires application of a knowledge of professional engineering and scientific principles, methods, and processes common to a number of disciplines and practices of which management has determined no one to be dominant for recruiting purposes. Position is determined to meet the criteria as “Interdisciplinary” with assignment to any of the following series and title designations.

Community Planner, GS-020; Architect, GS-808; Civil Engineer, GS-0810; Environmental Engineer, GS-0819, Economist, GS-0110, Geographer, GS-0150, General Biologist, GS-0401, Physical Scientist, GS-1301, Hydrologist, GS-1315, Social Scientist, GS-0101, Landscape Architect, GS-0807, Fishery Biologist, GS-0482, Wildlife Biologist, GS-0486, Ecologist, GS-0408, General Engineer, GS-0801.

3. Grade Determination:

Grade of the position is determined by comparison of duties and responsibilities with criteria as presented in 9 factor (FES) format for Mechanical Engineering, included as a part of the position description, and overall comparison with the GGEG for nonsupervisory engineering positions.

FES Evaluation:

Factor 1 – Knowledge Required by the Position                      Level 1-8                      1550 pts  
Mastery in a specialty field of engineering capable of applying new developments and experienced knowledge and judgment in solving novel and obscure problems, develop new approaches for use by other engineers, etc. Exceeds level 7 of this factor in the ability to apply or develop practices and concepts beyond standard practices to new and novel work requirements.

Factor 2 - Supervisory Controls	Level 2-5	650 pts
As recognized authority in a specialty field, working under only administrative supervision in resolving problems or providing advice and direction to field organizations in the resolution of obscure problems of which technical guidance may not be accessible or available.		
Factor 3 – Guidelines	Level 3-5	650 pts
Broad and general guidance requiring development of new and/or improved methods and guidance for use by other engineers in the field.		
Factor 4 – Complexity	Level 4-5	325 pts
Geographical area of Districts within states including a wide range of facilities of varied complex features, requiring ability to modify standard guides or develop new techniques for resolving issues or for application by others.		
Factor 5 – Scope and Effect	Level 5-5	325 pts
Broad range of engineering activities in a large geographical area as described in above factor affecting work both within and outside the MSC.		
Factor 6 – Personal Contacts	Level 6-3	60 pts
As described, including high level professionals or executives of other agencies and outside organizations.		
Factor 7 – Purpose of Contacts	Level 7-3	120 pts
To influence, persuade, or negotiate agreements in addition to planning and coordinating work as included at lower level of this factor.		
Factor 8 – Physical Demands	Level 8-1	5 pts
Primarily sedentary		
Factor 9 – Work Environment	Level 9-1	5 pts
Primarily typical office environment		

Summary: FES evaluation provides a total value of 3690 points, within the range of 3605-4050 points, which converts to GS-14 by application of grade conversion table.

GGEG for Nonsupervisory Professional Engineers: Under administrative supervision, involving coordination and review of broad programs containing a large amount of TYPE I (primarily conventional) GS-11 & 12 work being undertaken at numerous locations under various and diverse conditions; requiring modification or development of standard guidance for district application as provided for TYPE III assignments and responsibility pgs 18-20 of referenced standard, para 1.e. above. Substantially exceeds TYPE III assignments and responsibility as described at GS-13 level involving staff responsibility for reviewing and coordinating work in a narrow program area.

1. Conclusion:

Series and title of the position is determined as “Interdisciplinary” for assignment as provided in paragraph 2 of this evaluation. Overall grade of the position is considered justified at GS-14.