Position Evaluation

Classification: *Interdisciplinary PD#
GS- -14

Organization: USACE - MSC
Civil Works and Management Directorate
Operations Division

1. References:
   a. OPM PCS, Environmental Engineering Series, GS-0819, Apr 78
   b. OPM PCS, Fishery Biology Series/Wildlife Biology Series, GS-0482/0486, Jan 91

2. Series and Title Determination:

Position serves as MSC senior expert and program manager for the Regulatory Program in a large USACE Engineer Division with a number of diverse projects and facilities. Work involves and is subject to a large variety of applicable Federal, state, and local statutes, laws, and regulations pertaining to the use and preservation of regional water, aquatic, wildlife, and land resources as included in the Division and subordinate district operations. Duties of the position require knowledge and application of the principles, methods, and techniques of a number of scientific and engineering disciplines of which management has determined no one discipline to be controlling for recruiting purposes. Position is determined to meet the criteria as "Interdisciplinary" with assignment to any of the following series and title designations:

Environmental Engineer, GS-0819; Fishery Biologist, GS-0482; Wildlife Biologist, GS-0486; Ecologist, GS-0408; Soil Scientist, GS-0470; Civil Engineer, GS-0810; Biologist, GS-0401; Physical Scientist, GS-1301; Oceanographer, GS-1360

3. Grade Determination:

Grade of the position is determined by comparison of duties and responsibilities with criteria as presented in nine factor format for the related engineering and biological sciences of Environmental Engineering and Fishery/Wildlife Biological Sciences. Summary of evaluating factors as used in relation to the primary work processes of these related series follows:

Factor 1 – Knowledge Required by the Position Level 1-8 1550 pts

Mastery in a scientific practice or engineering discipline (e.g. Biological Sciences, Environmental Engineering, Civil Engineering, Ecology, Soil Science), capable of solving novel and unique problems and applying new developments in the regulatory control and preservation of various water, land, and other natural resources in a varied geographical, economical, and political climate.

Factor 2 - Supervisory Controls Level 2-5 650 pts
Under general administrative supervision, recognized as an authority in a specialty field in resolving problems of unusual difficulty and in providing advice and direction for which technical guidance may not be accessible or available, with review of work for meeting of goals and objectives.

Factor 3 - Guidelines Level 3-5 650 pts
Broad and general guidance requiring interpretation or development of new and improved methods and approaches for use by subordinate district operating programs, with participation in developing guidance at major command and national levels.

Factor 4 - Complexity Level 4-5 325 pts
Wide range of geographical features with environmental, ecological, biological, and public interests, involving planning and coordinating activities for a large and multiple-resource program.

Factor 5 - Scope and Effect Level 5-5 325 pts
Broad and varied range of natural resource regulatory activities within a geographical area of several states covering hundreds of thousands of square miles, affecting or impacting the work of other Federal and non-Federal activities.

Factor 6 - Personal Contacts Level 6-3 60 pts
Frequent contacts within the organization with less frequent contacts with high level individuals and organizations outside the MSC.

Factor 7 - Purpose of Contacts Level 7-3 120 pts
To coordinate work and provide advice and assistance to subordinate districts, higher levels within and outside the organization, including other agencies, state, and local governments, public interest groups, or attend meetings & conferences at various organizational levels.

Factor 8 - Physical Demands Level 8-1 5 pts
Primarily sedentary, with irregular travel required.

Factor 9 - Work Environment Level 9-1 5 pts
Primarily office setting with infrequent travel to project sites, possibly requiring use of protective equipment.

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

4. Conclusion:

Series and title of the position is determined as “Interdisciplinary” for assignment to any of the disciplines or specialties at GS-14 as provided in paragraph 2 of this evaluation.