

## Example Classification Ratings

	<u>Engineering Graduate</u>	<u>Junior Engineer</u>	<u>Electrical Design Engineer</u>
<b>Summary</b>	Engineering work at the entrance and limited performance level. Assignments are designed to develop knowledge of company procedure and practices.	Engineering work at a junior working level. Assignments relate to the design of new or modified plant equipment and are performed under continuing supervision.	Engineering work relating to the development of electrical layouts for substations. Assignments involve design, preparation of specifications and investigation and correction of design complaints.
<b>Duties</b>	Prepares simple plans; makes related engineering calculations; develops cost estimates in line with established formats; assists more senior engineers.	Handles design problems of moderate complexity using a variety of standard engineering methods and techniques; assists more senior engineers in solving special problems.	Prepares preliminary and final layouts, liaising with others to achieve design compatibility; checks bids and recommends contract awards; assumes professional responsibility for designs completed.
	15	30	40
<b>Education</b>	B.Sc.	B.Sc.	B.Eng.
	65	65	65
<b>Experience</b>	One year.	Four years.	Seven years.
	30	50	70
<b>Recommendations, Decisions and Commitments</b>	Decisions bear upon procedures to be used in work of a standardized nature.	Recommendations do not go beyond limitations of immediate tasks.	Recommendations include complete solutions within scope of assignment. Refers unusual problems to supervisor.
	20	40	55
<b>Supervision Received</b>	Receives specific instructions as to required tasks. Results usually checked in detail.	Supervisor screens assignment for unusual or difficult problems and selects techniques or procedures to apply in unfamiliar work.	Supervisor provides occasional guidance as work proceeds and reviews all final material.
	5	30	40
<b>Leadership Authority and/or Supervision Exercised</b>	May occasionally work with a helper.	Assigns work to a drafter and checks his finished drawings.	Works with a technician and occasionally with a junior engineer; liaises with construction supervisors on interpretation of plans.
	10	5	15
<b>Supervision Scope</b>	No continuing responsibility.	No continuing responsibility.	One Technician.
	0	0	3
<b>Use of Professional Seal</b>	Not applicable.	Occasionally.	Frequently.
	0	10	20
<b>Job Environment</b>	Usually good; some exposure to bad weather on trips.	Good office conditions with some exposure to plant noise.	Good office conditions; occasional field trips.
	5	3	0
<b>Absence from Base of Operations</b>	Two to five days a month.	Seldom absent.	One to two days a month.
	5	0	0
<b>Accident and Health Hazards</b>	Minor accident hazards encountered on field trips.	Some exposure to mechanical hazards in plant.	Care required in conducting tests on live equipment in field.
	5	5	10
<b>TOTAL POINTS</b>	<b>160</b>	<b>238</b>	<b>318</b>

**Example Classification Ratings**

	<b>Manufacturing Engineer</b>	<b>Sales Engineer</b>	<b>Senior Design Engineer</b>
<b>Summary</b>	Engineering work pertaining to the improvement of plant layout, work methods, and manufacturing processes, the selection of machines, tools, and materials-handling equipment, and quality control. Gaining co-operation of supervisors and foremen is essential to job.	Engineering work related to the sale of specialized equipment, apparatus, and other products to established and prospective customers; through discussion, relates product application to needs of customers; makes sales; follows up to ensure customer satisfaction.	Engineering work in the field of structural design involving the supervision of a small group of professional and sub-professional persons. Assignments are for clients and relate primarily to the design of commercial buildings.
<b>Duties</b>	Makes studies and prepares reports on industrial engineering assignments in plant and shops. Assists in the implementation of recommendations that are approved. Monitors quality control on a continuing basis.  55	Quotes prices, terms, deliveries for standardized products and adaptations. Liaises with design personnel on major product modifications and new product possibilities. Acts as technical consultant to customers to ensure best use of company products.  70	Plans methods of solving problems, sometimes devising new approaches; assigns work to subordinates; sees that time schedules are met; confers with clients, contractors, suppliers, and members of top management; assumes professional responsibility for designs completed in section.  110
<b>Education</b>	B.Sc.  65	B.Eng.  65	B.A.Sc.  65
<b>Experience</b>	Eight years.  70	Ten years.  80	Twelve years.  90
<b>Recommendations, Decisions and Commitments</b>	Recommendations are usually based on operational experience. Decisions of an unusual nature or involving monetary commitments are referred to supervisor.  63	Recommendations and decisions are usually based on precedent. Errors in judgment could result in losses of money and goodwill.  63	Recommendations normally relate to alternatives in design or use of different materials to achieve same result; financial commitments are subject to approval by management.  70
<b>Supervision Received</b>	Work is not supervised in detail and amount received varies with the assignment. Findings are recommendations are subject to technical review.  45	Work is performed under general direction. A senior sales engineer is available to give guidance and review results.  45	Work is performed under general directions and guidance to achieve specified objectives; co-ordination with other engineering groups is achieved through superior.  50
<b>Leadership Authority and/or Supervision Exercised</b>	Directs the work of several technicians and a junior engineer.  20	Gives technical direction to clerical staff and to a more junior sales engineer.  15	Assigns work and reviews it for technical adequacy. Responsible for training and discipline of staff. Directs structural work contractors on major project.  40
<b>Supervision Scope</b>	Four persons.  8	No continuing responsibility.  0	Ten persons.  10
<b>Use of Professional Seal</b>	Occasionally.  10	Occasionally.  10	Regularly.  30
<b>Job Environment</b>	Good plant conditions.  3	Generally good office conditions; some exposure to bad weather.  5	Good office conditions; some work in field on inspections.  5
<b>Absence from Base of Operations</b>	Seldom absent.  0	Absent about 50% of time; much driving.  15	Infrequent absences.  0
<b>Accident and Health Hazards</b>	Some exposure to mechanical hazards in plant.  5	Driving on highways presents considerable hazard.  20	Some exposure to hazards in buildings under construction.  10
<b>TOTAL POINTS</b>	<b>344</b>	<b>388</b>	<b>480</b>

**Example Classification Ratings**

	<b>Highway Construction Engineer</b>	<b>Production Superintendent</b>	<b>Senior Hydrologist</b>
<b>Summary</b>	Engineering work in the supervision of highway construction projects, mostly let to private contractors but with some done by departmental crews and equipment. Acts as departmental representative in control of contractor's work.	Advanced supervisory work in directing the production activities of a chemical plant with operations scheduled around the clock. Operating controls are largely built around advanced instrumentation and scheduled maintenance procedures.	Engineering work in the field of hydrology, particularly as related to groundwater, water supply development, and flood control. As a specialist, provides advice and technical assistance to other staff members and to clients.
<b>Duties</b>	Through subordinates, ensures that contractors observe contract terms and adhere to specifications. Authorizes changes to specifications and negotiates bids for work not covered by contract. Checks claims for extras. Organizes, supervises, and directs work of department crews.	Plans production activities to meet sales requirements. Analyzes and corrects off-standard conditions in conjunction with laboratory specialists and other technical assistance. Directs continuing studies to improve quality, better productivity, and eliminate unplanned shutdowns.	Conducts investigations and evaluations, prepares reports, makes recommendations, develops designs, writes specifications, and provides expert testimony on matters within field of specialization. Keeps up to date in field, contributes to the literature, and participates in technical meetings.
	110	110	130
<b>Education</b>	B.Sc.	B.Eng.	Ph.D.
	65	65	100
<b>Experience</b>	Fourteen years.	Fifteen years.	Twelve years.
	100	113	90
<b>Recommendations, Decisions and Commitments</b>	Makes decisions in field when plans or contracts require alteration. Selects, disciplines, and terminates staff except for engineers.	Within limitations of plant operating policies, is accountable for quality, cost, safety and personnel. Has considerable latitude in technical decision-making.	Advice and recommendations are usually regarded as authoritative. Financial commitments, except for minor amounts, are subject to approval.
	80	90	90
<b>Supervision Received</b>	Work governed by departmental policy and established priorities. Must also consider relations with municipalities, agencies, and individuals affected by construction programs.	Work is carried out within broad guidelines. Looks to Plant Manager for direction on administrative matters.	Technical decisions usually arrived at through consultation and agreement. Matters of administration are normally referred for advice and/or decision.
	60	60	60
<b>Leadership Authority and/or Supervision Exercised</b>	Responsible for quality and quantity of work of a technically oriented work force.	Co-ordinates production programs and directs use of materials, equipment, and personnel. Makes recommendations on selection, discipline, and remuneration of technical staff.	Provides authoritative advice to other staff. Heads a small group of engineers and technologists.
	40	40	50
<b>Supervision Scope</b>	Fifty engineering, technical, clerical, construction, and maintenance personnel.	Engineering, technical, and production staff of sixty.	Six persons.
	30	35	8
<b>Use of Professional Seal</b>	Occasionally.	Occasionally.	Regularly.
	10	10	30
<b>Job Environment</b>	Considerable exposure to bad weather on field trips.	Good plant and office conditions.	Some exposure to bad weather on field trips.
	10	3	5
<b>Absence from Base of Operations</b>	Two to three days a week; much driving.	Seldom absent.	One to two days a week; much driving.
	10	0	5
<b>Accident and Health Hazards</b>	Much care required on highway driving.	Fire is a danger in the plant. Little chance of involvement.	Care is required in highway driving, particularly at night.
	20	10	15
<b>TOTAL POINTS</b>	<b>535</b>	<b>536</b>	<b>583</b>

**Example Classification Ratings**

	<b>Project Manager</b>	<b>Chief Engineer</b>	<b>Plant Manager</b>
<b>Summary</b>	Engineering work at a senior level. Work involves responsibility for directing the construction usually of several projects of major importance. Assignments require extensive familiarity with several broad fields of engineering.	Administrative work in the management of the engineering division of a major construction company with responsibility for engineering procedures, estimates, and contracts. Annual operating budget approaches \$1M.	Administrative work in the management of a manufacturing plant with sales of engineered products in excess of \$5M annually. Responsible for production, research, development, engineering, and personnel functions to meet company objectives. Limited responsibility for marketing and financial administration.
<b>Duties</b>	Working through several subordinate project engineers, sees that work of contractors is properly carried out, coordinated, and expedited. Liaises with designers on major difficulties and on matters which may delay project completion.	Directs studies aimed at improving and techniques and procedures of the company in its specialized field. Counsels section heads and sees to the timely production of construction bids and contract documents.	Establishes plant operating policies. confers with customers, suppliers, engineering consultants, and community leaders. Counsels department heads. Deals with union management problems. Effects co-ordination on a wide scale.
	130	150	175
<b>Education</b>	M.Sc.	M.Eng.	No degree, but accepted for registration.
	80	80	65
<b>Experience</b>	Fourteen years.	Twenty years.	Twenty-five years.
	100	125	150
<b>Recommendations, Decisions and Commitments</b>	Decisions may involve substantial sums of money and must usually be made quickly with little time for consultation. Recommendations carry considerable weight.	Approves bids on jobs up to \$100,000; recommends all others. Reviews and evaluates technical work. Selects, discipline, and terminates staff.	Responsible for administration of approved operating and capital budgets. Makes important technical decisions. Errors in judgment could cause grave losses.
	105	120	120
<b>Supervision Received</b>	Works within the constraints of policies covering the company's engineering activities. Major technical decisions made in consultation with design.	Work is checked largely through consultation and agreement with others rather than by directives from superiors.	Work is reviewed against previously established production and financial goals. Operations are conducted within limitations of over-all policies.
	70	80	90
<b>Leadership Authority and/or Supervision Exercised</b>	Plans and directs the work of project engineers, technicians, and clerks.	Plans, organizes, directs, and supervises work of unit with full responsibility for quality and quantity of work, costs, and methods.	Sets up standards of performance, co-ordinates operations and activities, evaluates performance, and sees that policies and programs are carried out.
	50	60	60
<b>Supervision Scope</b>	Twenty-five persons.	Fifty engineering, technical, and clerical personnel.	One Hundred and twenty-five staff and plant personnel.
	20	30	45
<b>Use of Professional Seal</b>	Occasionally.	Occasionally.	Occasionally.
	10	10	10
<b>Job Environment</b>	Some exposure to bad weather on field trips.	Good office conditions with occasional field trips.	Good office conditions.
	5	0	0
<b>Absence from Base of Operations</b>	One to two days a week.	Two to five days a month.	Infrequent absences.
	5	5	0
<b>Accident and Health Hazards</b>	Minor accident hazards encountered on field trips.	Little exposure.	Little exposure.
	5	0	0
<b>TOTAL POINTS</b>	<b>580</b>	<b>660</b>	<b>715</b>

**Example Classification Ratings**

	<b>Junior Geoscientist</b>	<b>Senior Geoscientist</b>	<b>Geoscience Manager</b>
<b>Summary</b>	Assists in the accumulation, analysis and interpretation of geological, geophysical, or geochemical data. Keeps up to date on current activities in the industry.	Conducts special geoscience studies and makes recommendations based on the findings. Conducts geological, geophysical, or geochemical investigations on problems that have been approved for study. May carry out programs necessary for the development of proven and semi-proven discoveries.	Managers a large staff administers and coordinates several professional, sub-professional and/or mechanical trades functions.
<b>Duties</b>	Maintains appropriate databases. Suggests field or laboratory programs. Makes field studies as assigned and prepares both surface and subsurface maps. Performs laboratory examinations of samples and cores in relation to field studies. Assists with the accumulations and analysis of geoscience data for an exploratory and/or drilling program.	Prepares and reviews with senior personnel, recommendations for special geological, geophysical, or geochemical studies which may involve recommendations for property acquisition or exploratory drilling. Assists in making economic analyses or other comparable evaluations relevant to further planning decisions. Collaborates with other company personnel as appropriate in matters of mutual interest. Maintains contacts with external geoscience personnel, associations and others.	Works independently on broad, general assignments with responsibility for planning associates activities, limited only by company policy. Participates in establishing objectives and basic operating policies. Devises ways of reaching program objectives in the most economical manner and of meeting any unusual conditions affecting work progress. Conducts the normal administrative functions related to position. Acts as engineering/ geoscience consultant and advisor to the organization. Develops and maintains top-level contacts inside and outside the company.
	30	70	130
<b>Education</b>	B.Sc.	B.Sc.	B.Sc.
	65	65	65
<b>Experience</b>	Two years.	Four years.	Fourteen years.
	40	50	100
<b>Recommendations, Decisions and Commitments</b>	Recommendations limited to the solution of immediate problems relating to a phase of a project. Decisions related to the selection of data and the application of techniques. Such judgment are normally made by following established guidelines and practice. Refers unusual problems to more senior geoscientists.	Recommendations are usually based on operational experience and are relied upon as sound and authoritative within the scope of an assignment. Errors of judgment could have significant financial consequences.	Makes responsible decisions without reference to superiors. Implements approved major programs involving expenditures of large sums of money. Errors in judgment could cause grave losses.
	50	55	120
<b>Supervision Received</b>	Work is assigned in detail and the incumbent works under close supervision. Work is normally checked for accuracy and completeness.	Work not generally supervised in detail. Consultation with more senior geoscientists is available when required.	Work is reviewed for accomplishment, adherence to company policy and coordination with other phases of company's operations.
	30	40	80
<b>Leadership Authority and/or Supervision Exercised</b>	May check the work of one or two more junior geoscientists and assist them with the application of standard techniques and the interpretation of data.	May guide the work of several more junior geoscientists and/or technologists when they are assigned to the same project.	Makes decisions regarding the selection, development rating, discipline and termination of staff. Reviews and evaluates technical work. Selects, schedules, and coordinates to attain program objectives.
	20	30	60
<b>Supervision Scope</b>	No continuing responsibilities.	No continuing responsibilities.	Geoscience, technical, and support staff of fifty-five.
	0	0	35
<b>Use of Professional Seal</b>	Occasionally.	Frequently used.	Occasionally.
	10	20	10
<b>Job Environment</b>	Average laboratory conditions.	Average laboratory.	Office and comparable.
	5	5	0
<b>Absence from Base of Operations</b>	Occasional.	Occasional.	Occasional.
	5	5	5
<b>Accident and Health Hazards</b>	Minor accident hazards on field trips.	Minor accident hazards on field trip.	Little exposure.
	5	5	5
<b>TOTAL POINTS</b>	<b>260</b>	<b>345</b>	<b>610</b>