

GS-13, GS-14, and GS-15 Level Positions

GS-13	GS-14	GS-15
<p><u>Definition from Law (Title 5)</u></p> <p>Employee performs: “under administrative direction, with wide latitude for the exercise of independent judgment, work of <u>unusual</u> difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and <u>marked</u> attainments in professional, scientific, or technical research, practice, or administration...”</p>	<p><u>Definition from Law (Title 5)</u></p> <p>Employee performs: “under general administrative discretion, with wide latitude for the exercise of independent judgment, work of <u>outstanding</u> difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and <u>unusual</u> attainment..”</p> <p>OR comparable work, such as planning and executing “major professional, scientific, technical, administrative, fiscal or other specialized programs” that demonstrates <u>unusual</u> attainment</p> <p>OR the equivalent</p>	<p><u>Definition from Law (Title 5)</u></p> <p>Employee performs: “under general administrative direction, with <u>very</u> wide latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisor, or administrative lines which has demonstrated leadership and <u>exceptional</u> attainments...”</p> <p>OR comparable work such as planning and directing/executing “specialized programs of <u>marked difficulty, responsibility, and national significance</u>, along professional, scientific, technical, administrative, fiscal, or other lines, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities..”</p> <p>OR the equivalent</p>
<p><u>Descriptive Characteristics</u></p> <p>Mastery of an area of specialization.</p> <p>Considered an expert. Consulted by specialists/senior specialists.</p> <p>Contacts with higher level officials.</p> <p>Develops new criteria, methodology, approaches.</p> <p>For positions that develop regulatory or</p>	<p><u>Descriptive Characteristics</u></p> <p>Mastery of an area of specialization but assignments are complicated by interconnected issues, multi-disciplinary approaches, conflicts among possible technical solutions, etc.</p> <p>Considered an expert and consulted by other experts.</p> <p>Contacts with senior management officials</p> <p>Projects range from regional to national impact. Employee considers long-range plans and outcomes.</p>	<p><u>Descriptive Characteristics</u></p> <p>Mastery of a broad field.</p> <p>Nationally known expert in a broad field. Resolves disputes that arise when leading experts disagree</p> <p>Contacts with high level officials (SES and above), and contacts may extend to international organizations Formulates <u>national policy</u> or deals with problems that are rapidly evolving and have impact on a “major department” [USDA] or legislation that affects the</p>

<p>legislative proposals, incumbents are assigned a <u>narrow</u> program area.</p>	<p>For other positions, assignments reflect a <u>wide</u> program area</p>	<p>agency OR accomplishes “pioneering development efforts to achieve new capabilities with previously unattainable characteristics”</p>
<p>Knowledge Required by the Position (1-8) [1550]</p> <ul style="list-style-type: none"> • Mastery of a professional or administrative field to: <ul style="list-style-type: none"> (1) Apply experimental theories and new developments to problems not susceptible to accepted methods. (2) Make decisions or recommendations that significantly change important public policies or scientific programs. 	<p>Knowledge Required by the Position (1-8) [1550]</p> <ul style="list-style-type: none"> • Mastery of a professional or administrative field to: <ul style="list-style-type: none"> (1) Apply experimental theories and new developments to problems not susceptible to accepted methods. (2) Make decisions recommendations that significantly change important public policies or scientific programs. 	<p>Knowledge Required by the Position (1-9) [1850]</p> <p>In addition to FL 1-8 the employee:</p> <ul style="list-style-type: none"> • Generates and develops new hypotheses and theories.
<p>Supervisory Controls (2-4) [450]</p> <ul style="list-style-type: none"> • Supervisor sets overall objectives. Employee and supervisor together develop deadlines, projects, and work to be done. • Employee independently plans, designs, and carries out project, studies, and programs. • Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements, or expected results 	<p>Supervisory Controls (2-5) [650]</p> <ul style="list-style-type: none"> • Supervisor provides administrative direction in terms of broadly defined missions or functions. • Employee independently plans, designs, and carries out project, studies, and programs. • Results of the work are considered technically authoritative. • There is no higher level official technically responsible for administering the program/project. 	<p>Supervisory Controls (2-5) [650]</p> <ul style="list-style-type: none"> • Supervisor provides administrative direction in terms of broadly defined missions or functions. • Employee independently plans, designs, and carries out project, studies, and programs. • Results of the work are considered technically authoritative. • There is no higher level official technically responsible for administering the program/project.
<p>Guidelines (3-4) [450]</p> <ul style="list-style-type: none"> • Administrative policies and precedents are applicable but are stated in general terms. Guidelines are scarce or of limited used. • The employee uses initiative and resourcefulness in deviating from traditional methods or in researching patterns and trends to develop new 	<p>Guidelines (3-5) [650]</p> <ul style="list-style-type: none"> • Guidelines are broadly stated and non-specific (e.g., basic legislation). • Judgment and ingenuity is required to interpret the intent of guides and to develop applications/guidelines. 	<p>Guidelines (3-5) [650]</p> <ul style="list-style-type: none"> • Guidelines are broadly stated and non-specific (e.g., basic legislation). • Judgment and ingenuity is required to interpret the intent of guides and to develop applications/guidelines.

<p>methods, criteria, or proposed policies.</p>		
<p>Complexity (4-5) [325]</p> <ul style="list-style-type: none"> • Duties are significantly varied and require many different unrelated processes and methods that are applied to a broad range of problems/situations that require a substantial depth of analysis. • Decisions that must be made involve major areas of uncertainty in approach, methodology, interpretation, and evaluation processes. • There are continuing changes in program, technological developments, unknown phenomena, or continuing requirements. • The work requires originating new techniques, establishing criteria, or developing new information. 	<p>Complexity (4-5) [325]</p> <ul style="list-style-type: none"> • Duties are significantly varied and require many different unrelated processes and methods that are applied to a broad range of problems/situations that require a substantial depth of analysis. • Decisions that must be made involve major areas of uncertainty in approach, methodology, interpretation, and evaluation processes. • There are continuing changes in programs, technological developments, unknown phenomena, or conflicting requirements. • The work requires originating new techniques, establishing criteria, or developing new information. 	<p>Complexity (4-6) [450]</p> <ul style="list-style-type: none"> • Duties are significantly varied and require many different unrelated processes and methods that are applied to a broad range of problems/situations that require a substantial depth of analysis. • Decisions involve largely undefined areas and issues and require extensive probing and analysis to determine the scope of the problem. • There are continuing changes in program, technological developments, unknown phenomena, or continuing requirements. • The work requires originating new techniques, establishing criteria, or developing new information. • Assignments are of considerable breadth and intensity and require the participation and support of others. • The work requires continuing efforts to establish concepts, theories, or programs, or to resolve unyielding problems.
<p>Scope and Effect (5-4) [225]</p> <ul style="list-style-type: none"> • The work involves establishing criteria, formulating projects, assessing program effectiveness, or investigating or analyzing a variety of unusual conditions, problems, or questions. • The work product or service affects a wide range of agency activities, major activities or industrial concerns, or the operations of other agencies. 	<p>Scope and Effect (5-5) [325]</p> <ul style="list-style-type: none"> • The work involves isolating and defining unknown conditions, resolving critical problems, or developing new theories. • The employee is recognized as an expert to the experts and his/her work affects the work of other experts. • The work directly affects the development of major aspects of administrative or professional programs or missions, or the well being of a substantial number of people. 	<p>Scope and Effect (5-6) [450]</p> <ul style="list-style-type: none"> • The work involves isolating and defining unknown conditions, resolving critical problems, or developing new theories. • The employee is recognized as an expert to the experts and his/her work affects the work of other experts. • The work directly affects the development of major aspects of administrative or professional programs or missions, or the well being of a substantial number of people. • The work involves planning,

		<p>developing, and carrying out vital programs which are essential to the mission of the Department or affect substantial numbers of people.</p>
<p>Personal Contacts (6-3) [60]</p> <ul style="list-style-type: none"> • Contacts are with individuals or groups from outside FSIS. • Contacts typically take place in moderately unstructured settings—<i>not</i> routine coordination meetings. • The role and authority of each party is identified and developed during the course of the contact • Typical contacts are those with attorneys, contractors, representatives of professional organizations, the news media, or public action groups. 	<p>Personal Contacts (6-3) [60]</p> <ul style="list-style-type: none"> • Contacts are with individuals or groups from outside FSIS. • Contacts typically take place in moderately unstructured settings—<i>not</i> routine coordination meetings. • The role and authority of each party is identified and developed during the course of the contact • Typical contacts are those with attorneys, contractors, representatives of professional organizations, the news media, or public action groups. 	<p>Personal Contacts (6-4) [110]</p> <ul style="list-style-type: none"> • Contacts are with high ranking officials, (SES or above), at the national and international levels, from outside the Department. • Officials contacted are relatively inaccessible. • Various parties may be unclear as to the role and authority of the other parties. • Contacts are conducted under differing ground rules. <p>Contacts typically include Members of Congress, leading representatives of foreign governments, presidents of large national & international firms, nationally recognized representatives of the news media, presidents of national unions, State governors, & mayors of large cities.</p>
<p>Purpose of Contacts (7-3) [120]</p> <ul style="list-style-type: none"> • The purpose of contacts is to influence, motivate, interrogate, or control people or groups. The people contacted may be fearful, skeptical, uncooperative, or dangerous. • The employee must be skillful in determining the appropriate approach, in negotiating and persuading others, and in establishing rapport in order to gain information. 	<p>Purpose of Contacts (7-3) [120]</p> <ul style="list-style-type: none"> • The purpose of contacts is to influence, motivate, interrogate, or control people or groups. The people contacted may be fearful, skeptical, uncooperative, or dangerous. • The employee must be skillful in determining the appropriate approach, in negotiating and persuading others, and in establishing rapport in order to gain information. 	<p>Purpose of Contacts (7-4) [220]</p> <ul style="list-style-type: none"> • The purpose of contacts is to justify, defend, negotiate, and settle matters involving significant or controversial issues. • The work usually involves active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or importance. • The people contacted typically have diverse viewpoints, goals, or objectives and therefore, the employee is required to achieve a common understanding among the various parties and a satisfactory solution that addresses their

		various objectives and concerns.
Physical Demands (8-1) [05] <ul style="list-style-type: none"> The work is basically sedentary. 	Physical Demands (8-1) [05] <ul style="list-style-type: none"> The work is basically sedentary. 	Physical Demands (8-1) [05] <ul style="list-style-type: none"> The work is basically sedentary.
Work Environment (9-1) [05] <ul style="list-style-type: none"> The work is performed in an office setting. 	Work Environment (9-1) [05] <ul style="list-style-type: none"> The work is performed in an office setting. 	Work Environment (9-1) [05] <ul style="list-style-type: none"> The work is performed in an office setting.
Total Points: 3190 GS-13 Grade Range: 3155-3600	Total Points: 3690 GS-14 Grade Range: 3605-4050	Total Points: 4390 GS-15 Grade Range: 4055 and up