

## Jefferson Science Associates Nuclear Scientist Classification Matrix

	<b>SS I</b>	<b>SS II</b>	<b>SS III</b>	<b>SSS</b>	<b>PSS</b>	<b>SPS</b>
Responsibility & Job Complexity	Plans, coordinates and/or completes small projects.	Plans, coordinates, and/or completes moderate projects.	Plans, coordinates, and/or completes large projects. May have a management work component.	Research expands limits of the field. Noted as a leader in scientific vision. May have a management work component.	Responsible for significant projects/programs with considerable latitude in defining approach. Expected to have a management work component.	Major management responsibilities on the largest, most substantial projects/activities that have critical impact on the future direction of the lab and the accomplishment of its mission. Directs and integrates the efforts of multiple scientific/technical groups.
Scientific Accomplishments & Recognition	Research under direction of supervisor. Author or co-author of scientific publications. May present results at conferences and workshops.	Demonstrated ability to make an independent scientific or technical contribution. Present both own and/or collaborative research through presentations at conferences and workshops, and through publications.	Instigates research directions. Recognized national and/or international expertise reflected through citations, awards, and invitations to conferences, workshops and journals.	International and/or national leadership in their area. May be responsible for leading a research team. Expertise sought nationally and/or internationally.	Distinguished record of creativity and innovation. Leader in scientific vision who can change or guide the direction of the field.	Distinguished record of creativity and innovation. Leader in scientific vision who can change or guide the direction of the field.

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Technical Breadth & Depth	Demonstrated ability to carry out creative research within an established framework. Applies advanced principles, theories, and concepts. Contributes to the development of new principles and concepts.	Demonstrates high levels of technical knowledge, ingenuity, and creativity	Fully qualified and independent scientist with recognized technical expertise capable of leading independent R&D. Consistently demonstrates extremely high levels of technical knowledge, ingenuity, and creativity.	Broad and in-depth technical knowledge as well as widely recognized expertise in one or more specialties. Defines scientific frontiers and directions. Superior scientific or technical achievements	Extensive knowledge and recognized expertise at forefront of field. Applies and develops highly advanced technologies, principles, concepts, or theories. Propagates technical expertise through group leadership or policy implementation.	Extensive knowledge and recognized expertise at forefront of field. Applies and develops highly advanced technologies, principles, concepts, or theories. Propagates technical expertise through group leadership or policy implementation. Resolves the most intractable issues and obstacles to assure successful maintenance of schedules and completion of projects.

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Judgment & Initiative	Performs work with general direction. With guidance develops solutions to technical problems. Delivers technical solutions to assigned problems.	Performs work with some direction. Develops solution to technical problems. Delivers technical solutions to a range of problems.	Performs work with minimal direction. Independently develops solutions to technical problems. Delivers technical solutions to a range of problems. Proposes independent research directions and demonstrates significant contributions to large projects.	Performs work independently. Provides guidance to scientific staff to find solutions to technical problems. Provides leadership for significant R&D programs with considerable latitude to set directions of these programs.	Works independently. Provides guidance and advice to all levels of research activities. Helps to set strategy for scientific directions. Plays major role in implementation of operational programs. Helps to guide and provide direction for scientific programs.	Works independently. Provides guidance and advice to all levels of project activities. Plays major role in setting strategy and implementation of programs.
Communication & Interpersonal Skills	Interacts well with work group. May supervise work of technical support staff. Can represent work associated with specific projects at professional meetings.	Interacts with lab-wide professional staff. Prepares and presents proposals. May serve as a project or group leader. Can develop internal and external collaborations.	Provide guidance to professionals in the same field. May directly supervise professionals and technical support staff. May present division, program, or project to the funding agencies. May have a leadership appointment.	Provides organization with competitive advantage in procuring funds. Defines programs and projects. Provides guidance to professionals in the field and collaborates with professionals in other fields.	Able to represent the Laboratory on matters of great significance by virtue of stature. Provides organization with competitive advantage in procuring funds. Defines programs and projects. Provides guidance to professionals in the field and collaborates with professionals in other fields.	Interpersonal and negotiation skills to represent the lab on exceedingly complex, high profile issues with upper level officials and executives at DOE, other government agencies, other labs, organizations, contractors and review panels.
Education	PhD and Post Doc	PhD and Post Doc	PhD and Post Doc	PhD and Post Doc	PhD and Post Doc	PhD and Post Doc
Experience		5 years	10 years	15 years	20 years	20 years