

Jefferson Science Associates

Skilled Trades - Classification Matrix

	SKILLED TRADES (ST I)	SR. SKILLED TRADES (ST II)
SCOPE OF POSITION	Narrow to moderate, usually within workgroup or section.	Moderate to broad outside Department but usually within Division, infrequently between Divisions or outside Laboratory.
INDEPENDENT ACTION	Performs standard and some work assignments, usually reviewed upon completion.	Performs advanced work assignments independently. Seeks direction only when needed.
PROBLEM SOLVING	Applies basic and develops advanced skills to solve problems of limited to moderate scope and complexity .	Applies advanced and mastery skills to solve complex problems of broader scope and complexity.
JUDGMENT AND INITIATIVE	Some latitude to make decisions and demonstrate initiative. Duties are well to moderately well prescribed	Sound good judgment and initiative required to set priorities, choose work methods and accomplish goals.
SUPERVISED BY	Works under direct to general supervision, individually or as team member.	Works under minimal supervision individually or as team member. May serve as "Lead" worker.
IMPACT OF ERRORS/OMISSIONS	Limited, can usually be rectified without serious effect on resources, schedules and/or programs.	Moderate to high, causing serious and considerable impact on resources, schedules and/or programs.
WORK CONTACTS	Usually limited to workgroup, some contact Division-wide.	Regular intra and some inter Divisional contacts. May have some contacts outside Laboratory.
SKILLS LEVEL	Requires proficient, developing to advanced skills in area of specialization.	Requires advanced to highly advanced skills routinely, and superior skills occasionally, in area of specialization.
EDUCATION	High School diploma	High School diploma
EXPERIENCE		Five years experience in area of specialization.