

RELATIONSHIP OF POSITION CLASSIFICATION TO QUALITY STAFFING

A close relationship must exist between the function of classifying a position and the function of filling it with a well-qualified person. In recent years the Commission and the agencies have made much progress in bringing these two vital functions into a harmonious relationship. The following tools and techniques for relating the job and the man are available to enhance the development of a high-quality staff:

IMPACT OF THE MAN

Federal jobs are classified on a basis of duties, responsibilities, and qualifications required. The system recognizes, particularly in R&D and many other professional positions, that the qualifications and abilities of an outstanding incumbent will attract greater responsibilities to him to the point where a higher grade may be justified. Some classification standards make specific reference to this factor and provide specific guidance for its consideration; the lack of such reference in a standard, however, does not mean that it is not present.

TWO TRACK SYSTEM

Positions may be classified at the higher grade levels, without requiring supervisory or administrative responsibilities, on the basis of individual research effort and required professional qualifications. Thus, the junior scientist can choose the "track" most suited to his talents, whether as an individual researcher or as a scientific administrator, and prepare himself accordingly.