

TAILORING JOBS—NOT MEN

Almost all research positions and, in some cases, other types of positions can be tailored to the qualifications of candidates. For example, if an outstanding candidate is over-qualified for a given vacancy the agency can, after determining the level for which the candidate is qualified, either establish a new position at that grade level or, if possible, expand the duties and responsibilities of the vacant position so that it is classifiable at that grade level.

INTERDISCIPLINARY POSITIONS

Interdisciplinary positions are positions which involve work in two or more professional fields and which may be filled by persons qualified in any of the pertinent disciplines. A vacant interdisciplinary position may, without re-writing the position description, be reclassified to the occupational series fitting the qualifications of a particular candidate.

MOBILITY BETWEEN DISCIPLINES

The Commission has modified the basic education requirements for professional scientific and engineering positions so that employees may move easily from one subject matter emphasis to another in their jobs.

A panel of professionally qualified examiners may exercise professional knowledge and judgment in evaluating the qualifications of scientists and engineers whose completed education does not fully satisfy specified course requirements, but whose experience and education clearly demonstrate possession of the knowledges and abilities required for professional work in a given occupation.