

## Accelerator Scientist Classification Matrix

Factors	Staff Scientist I	Staff Scientist II	Staff Scientist III	Senior Staff Scientist	Principal Staff Scientist
<b>Problem Complexity / Innovation</b>					
	Provides solutions to a variety of problems and/or works on a variety of projects ranging from limited to moderate in scope and complexity.	Develops solutions to complex problems or works on projects that require the regular use of ingenuity and creativity.	Works on complex problems or projects of special importance to the laboratory and provides solutions that are highly innovative and ingenious.	Extends the boundaries of the field or provides significant new capability for the laboratory. Contributions may form the basis for newly developed concepts, theories, and products.	Formulates and contributes to the solution of difficult/complex problems whose solutions represent important scientific, technical or management advances.
<b>Demonstrated Effectiveness</b>					
Scientific Accomplishment	Work should result in primary authorship of at least one refereed publication annually, in addition to conference papers/ posters and internal technical notes.	Work should result in primary authorship of one or more refereed publications annually, in addition to significant contributions to other refereed publications and conference papers/ posters and internal technical notes.	Fewer publications as first author in favor of an increasing number of publications as team leader.	Invited talks and review papers should dominate the publication record.	Invited talks are usually an overview /summary /outlook for future research directions.
Independence/ Supervision	Works only under general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy in meeting objectives.	Independent contributor. Exercises considerable latitude in determining methods and approach. Completed work is reviewed from a relatively long-term perspective.	Works under consultative direction toward long range goals and objectives, frequently self-initiated. Determines and pursues courses of action necessary to obtain desired results.	Works independently.	Works independently.
Leadership/ Communication	Individual contributor. Communicates clearly to peers and other staff on work that contributes to projects.	May have limited project leadership responsibilities. As part of project leadership, demonstrates appropriate interpersonal and communication skills: communicates clearly, consistently and honestly with project stakeholders and consciously works to provide an environment in which project team members can succeed.	May lead project/program teams. As part of such leadership, demonstrates enhanced interpersonal and communication skills: identifies and satisfies project stakeholder communications needs in a systematic way, communicates clearly, consistently and honestly with project stakeholders, and in addition to providing an environment within which project participants can succeed, plans for and implements means for team members' professional and career growth, including in particular mentoring of more junior staff.	Plans and leads programs/projects and acts independently to uncover and resolve issues associated with the development and implementation of programs. Communications and interpersonal skills required are at the level described for Staff Scientist III.	Program leader / integrator who directs others and sets strategy. Guides and provides ultimate direction for programs/projects. Communications and interpersonal skills required are at the level described for Staff Scientist III.
<b>Impact / Enterprise Success</b>					
	Contributes to project/ program completion. Exercises significant impact on project/ program results.	Guides the successful completion of projects / programs and may function in a project leadership role (see Demonstrated Effectiveness). Exerts influence on major organizational objectives.	Creates and guides the successful completion of significant projects / programs and usually functions in a project leadership role. Exerts significant influence on major organizational objectives.	Key contributor. Contributions have significant impact and frequently lead to new opportunities for the Laboratory.	Leads the development and implementation of new and/or expanded capabilities that impact the present and future direction of the Laboratory.
<b>Interaction / Sphere of Influence</b>					
	Primarily internal laboratory contacts with immediate supervision, project leads and supporting technicians and administrative staff. Occasional inter-organizational and outside customer contacts on routine matters. May have first-line supervisory responsibilities.	Internal laboratory contacts will include group and division leadership, as well as a network of peers and juniors. External interactions will be with members and leadership of multi-organizational teams. Supervisory responsibility for technicians is highly likely, and probable for junior scientists.	Acts as advisor to management and customers, and is sought after as organization spokesperson on advanced projects and / or programs. May represent the laboratory on substantial multi-laboratory or multi-agency collaborations. May have Group or Departmental management responsibilities.	Participation is critical to projects. Significant influence with customers and management. May be utilized as internal consultant. Internationally recognized as expert in field. May represent the laboratory on substantial multi-laboratory or multi-agency collaborations. May have Group or Departmental management responsibilities.	Distinguished record of creativity and innovation. Internationally recognized as expert in field. Used as internal consultant and influential with customers / sponsors and management. May represent the laboratory on substantial multi-laboratory or multi-agency collaborations. May have Group or Departmental management responsibilities.
<b>Education &amp; Experience</b>					
	PhD	PhD + 5 years	PhD + 10 years	PhD + 15 years	PhD + 20 years