

Jefferson Science Associates Accelerator Operations Classification Matrix

Category	Accelerator Operator	Crew Chief Senior Technician (Tech IV)	Sr. Crew Chief Associate Professional (AP II)
Responsibilities	<ul style="list-style-type: none"> • Responsible for the organization and quality of their own work. • Completes tasks of moderate complexity. • Frequently assigned multiple tasks and accomplishes them simultaneously. • Plans their own work for short term and intermediate assignments and can coordinate work with others in the group. • Performs work with minimal supervision. • Able to identify schedule conflicts within the group and provide solutions. 	<ul style="list-style-type: none"> • Responsible for complex tasks or multiple small projects within program area. • Identifies and corrects a variety of conditions, problems, or questions involving other groups and provides resolution. 	<ul style="list-style-type: none"> • Responsible for large projects (typically lasting at least a year) or multiple, complex tasks. • Has decision making authority for program area. • Responsible for assessing program effectiveness. • Analyzes a variety of unusual conditions, problems, or questions and assures resolution. • Ensures that sufficient resources are available for the program • Has demonstrated the ability to plan work months to years in advance for mid to long term scheduling
Job Knowledge	<ul style="list-style-type: none"> • Demonstrates intermediate skills, knowledge and ability in one technology trade or specialty. • Knowledge of operations, and techniques used at component level. • Basic skills, knowledge and ability in other technologies. • Demonstrates sound judgment in completing assignments. 	<ul style="list-style-type: none"> • Strong technical knowledge of systems and processes. • Understanding to a level that enables complex troubleshooting or problem solving solutions. • Thorough knowledge of subject matter to a level allowing one to effectively mentor or train new or junior staff. 	<ul style="list-style-type: none"> • Deep and extensive technical and administrative knowledge of assigned responsibilities. • Expert understanding of interactive systems and processes enabling effective troubleshooting of complex interdependent systems. • Expert knowledge of subject matter utilized in developing new training, protocols or processes.

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Recognition/ Leadership	<ul style="list-style-type: none"> • Technical abilities/accomplishments recognized within the group/department. • No leadership requirements. 	<ul style="list-style-type: none"> • Technical abilities/accomplishments recognized within the division. • Demonstrates leadership skills by coordinating complex tasks or small projects or a team. • May lead others to complete projects and meet schedules. Frequently requires decision making to establish or modify guidelines. 	<ul style="list-style-type: none"> • Must manage two or more FTE employees. Maintains technical, cost, and schedule goals. Consistently overcomes obstacles to complete tasks successfully.
Communication/ Interpersonal Skills	<ul style="list-style-type: none"> • Demonstrated ability to understand instructions, ask questions and report clearly on problems, progress and status. • Document work performed. • Able to develop clear instructions and reports to leadership. • Interacts with others in a way that promotes respect, encourages cooperation and contributes to excellent performance 	<ul style="list-style-type: none"> • Disseminates information to others and keeps group management informed. • Clearly communicates technical subjects to all levels of lab personnel. 	<ul style="list-style-type: none"> • Disseminates information to group and keeps division management informed. • Is effective at maintaining relationships throughout the lab to coordinate the completion of complex tasks and large projects. • Maintains a high level of professionalism when dealing with problems and differences in ideas. • Effectively documents accomplishments of himself and others under his lead.
Impact of Contributions	<ul style="list-style-type: none"> • Provides support necessary to maintain group level operability 	<ul style="list-style-type: none"> • Provides support necessary to maintain division level operability 	<ul style="list-style-type: none"> • Contributions directly impact and are key to the accomplishment of one or more aspects of the mission of the lab
Education	<ul style="list-style-type: none"> • BS degree in a STEM field 	<ul style="list-style-type: none"> • BS degree in a STEM field 	<ul style="list-style-type: none"> • BS degree in a STEM field
Experience	<ul style="list-style-type: none"> • Internal certification within 6 months 	<ul style="list-style-type: none"> • 4 years relevant experience or equivalent combination of education • Internal certification within 12 months 	<ul style="list-style-type: none"> • 8 years relevant experience or equivalent combination of education • Internal certification • Demonstrated track record of successfully leading or managing a multiple person group or project