

Career Bands, Career Levels, Functions and Disciplines

General Overview

This section provides job matching documentation used for this survey report.

- Career Band Summary Descriptions for the Supervisory/Management Career Band (M), Professional Career Band (P), Technical Support Career Band (T) and Production/Manual Labor Career Band (W).

The Global Grade(s) aligned with each level also are noted. Global Grade differentiators are shaded since North America survey participants only match to Career Levels.

- Function and Discipline Listing
- Function and Discipline Descriptions

NOTE: The job matching methodology presented here is for survey purposes only and is not a job evaluation process. Although this survey methodology is related to the Willis Towers Watson Career Map and Global Grading methodologies, it may not align directly with specific client implementation of one of these leveling methodologies. Therefore it is critical to align your internal levels to the survey levels based on a careful review of the survey definitions to ensure proper job matching.

Career Map and the Global Grading System, when formally implemented, enable the alignment of reward and talent management programs across businesses. When used as internal leveling tools, these methodologies take into account the specific organizational context of a job and the detailed set of associated accountabilities and demands. The outcomes of these processes are highly organization-specific, while survey job descriptions and levels are by their nature generic. Therefore, organizations that use Career Map or the Global Grading System as their internal leveling tool are still required to match their jobs to this survey using the job matching process outlined in this Participant Guide.

An organization's internal Global Grade or Career Level may act as a starting point, but as the Career Levels and Global Grades contained in these surveys represent a typical or generic organization, there may be differences between the internal value a specific organization places on a job and where the job should be mapped for purposes of external comparison.

Career Bands, Career Levels, Functions and Disciplines

Career Band Summary Descriptions

Supervisory/Management Career Band (M)

- Accountable for managing people, setting direction and deploying resources; typically is responsible for performance evaluation, pay reviews and hire/fire decisions
- Results are primarily achieved through the work of others and typically depend on the manager's ability to influence and negotiate with parts of the organization where formal authority is not held
- Progression within Career Band reflects acquisition of broad technical expertise, business and industry knowledge, and process and people leadership capabilities
- Accountable for business, functional or operational areas, processes or programs

Professional Career Band (P)

- Work is primarily achieved by an individual or through project teams, with emphasis on technical/discipline knowledge rather than managing people
- Requires the application of expertise in professional area(s) to achieve results
- Progression within the Career Band reflects increasing depth of professional knowledge, project management and ability to influence others
- Entry-level jobs within the Professional Career Band typically require a university degree or equivalent work experience that provides knowledge of and exposure to fundamental theories, principles and concepts

Technical Support Career Band (T)

- Performs specialized technical tasks required to support operations (e.g., IT development, research support, skilled trade)
- Requires vocational training or the equivalent experience and may require external certification but typically does not require a university degree

Production/Manual Labor Career Band (W)

- Performs operational or manual tasks, primarily in manufacturing, supply chain or operational environments
- Typically performs unskilled or semi-skilled work
- Typically does not require vocational training or a university degree

Career Bands, Career Levels, Functions and Disciplines

Career Level General Profiles

Supervisory/Management Career Band (M)

M5 Senior Group Manager (aligns with Global Grade 17)

- Applies only to large international or global organizations
- Provides leadership and direction through Group and/or Senior Managers
- Has accountability for the performance and results of:
 - A large, strategically important function in an extremely large market and/or
 - Diverse disciplines (e.g., within Human Resources - Training, Recruitment and Compensation & Benefits) or departments within a large geography or division and/or
 - A large, strategically important discipline within a major region and/or
 - A medium-sized global corporate discipline or department
- Develops, adapts and executes strategies to achieve key business objectives in area of responsibility
- Decisions are guided by organization and functional strategies and objectives

M4 Group Manager (aligns with Global Grade 16)

- Provides leadership and direction through Senior Managers and Managers
- Has accountability for the performance and results of:
 - A large, strategically important discipline in an extremely large market; and/or
 - Related disciplines or a medium-sized function in a large market or medium-sized division; and/or
 - A medium-sized discipline or department in a major region
- Adapts and executes functional or departmental business plans and contributes to the development of functional or departmental strategies
- Decisions are guided by functional or major operational segment strategies and priorities

M3 Senior Manager (aligns with Global Grades 14 and 15)

- Provides leadership to managers; may also provide leadership to supervisors and/or professional staff
- Has accountability for the performance and results of multiple related units
- Develops departmental plans, including business, production, operational and/or organizational priorities
- Controls resources and policy formation in area of responsibility
- Decisions are guided by resource availability and functional objectives

Global Grade 15 Differentiators

- Looks beyond existing methodologies and own discipline to define and resolve complex problems
- Develops plans and delivers results in fast-changing businesses and/or regulatory environments
- Provides input to functional or departmental strategy
- Manages large, potentially diverse teams of managers and/or senior professionals
- In Global Grade 16 or 17 organizations, typically contributes directly to business priorities and planning

Global Grade 14 Differentiators

- Identifies applications of functional knowledge and existing methodologies to complex problems
- Manages large teams of professionals and/or junior managers
- In Global Grade 16 or 17 organizations, typically has accountability for a function

Career Bands, Career Levels, Functions and Disciplines

Career Level General Profiles (continued)

Supervisory/Management Career Band (M) (continued)

M2 Manager (aligns with Global Grades 12 and 13)

- Manages professional employees and/or supervisors or supervises large, complex support, production or operations team(s)
- Has accountability for the performance and results of a team within own discipline or function
- Adapts departmental plans and priorities to address resource and operational challenges
- Decisions and problem-solving are guided by policies, procedures and business plan; receives guidance from senior manager
- Provides technical guidance to employees, colleagues and/or customers

Global Grade 13 Differentiators

- Accountable for the budget, performance and results of a medium-sized team or multiple small teams of employees
- Exercises full management authority, including performance reviews, pay decisions, recruitment, discipline, termination and other personnel actions
- Addresses issues with impact beyond own team based on knowledge of related disciplines

Global Grade 12 Differentiators

- Accountable for results of a small team of employees
- Exercises limited management authority; sets employee performance objectives, conducts performance reviews and recommends pay actions
- Defines team operating standards and ensures essential procedures are followed based on knowledge of own discipline

M1 Supervisor (aligns with Global Grades 10 and 11)

- Coordinates and supervises the daily activities of a support, production or operations team
- Sets priorities for the team to ensure task completion; coordinates work activities with other supervisors
- Decisions and problem-solving are guided by policies, procedures and business plan; receives guidance and oversight from manager
- Typically does not spend more than 20% of time performing the work supervised

Global Grade 11 Differentiators

- Accountable for the results of a large and/or moderately complex support or production operations team including subordinate work leaders
- Applies acquired expertise to analyze and solve problems without clear precedent
- Provides input on resource planning and policy development
- Coaches team members on performance, completes employee performance evaluations and recommends pay actions

Global Grade 10 Differentiators

- Accountable for the results of medium-sized routine support or production operations teams
- Solves problems based on practice and precedent
- Trains team members and provides input to employee performance evaluations

Career Bands, Career Levels, Functions and Disciplines

Career Level General Profiles (continued)

Professional Career Band (P)

P6 Renowned Expert (aligns with Global Grades 16 and 17)

- Is recognized as an external thought leader within strategic function or discipline
- Has broad and comprehensive expertise in leading-edge theories, techniques and/or technologies within own function or discipline
- Proactively identifies and solves the most complex problems that impact the management and direction of the business
- Participates in the development of the product or business strategy
- Leads multidisciplinary projects or initiatives
- Progression to this level is typically restricted on the basis of individual capabilities and business requirements

Global Grade 17 Differentiators

- Only applies to large international or global businesses
- Contributes as top thought leader worldwide, whose achievements include major innovations that change and advance the industry and/or profession
- Leads the largest projects/initiatives that have a significant impact upon a complex, global business

Global Grade 16 Differentiators

- Typically found in Global Grade 18 or higher organizations
- Contributes thought leadership and innovation that influences change and advancement of the industry and/or profession
- Leads large projects/initiatives that impact the business on a domestic or international scale

P5 Master (aligns with Global Grade 15)

- Is recognized as an expert within the organization and has in-depth and/or breadth of expertise in own discipline and broad knowledge of other disciplines within the function
- Anticipates internal and/or external business challenges and/or regulatory issues; recommends process, product or service improvements
- Solves unique and complex problems that have a broad impact on the business
- Contributes to the development of functional strategy
- Leads project teams to achieve milestones and objectives
- Progression to this level is typically restricted on the basis of business requirements
- Typically operates with broad latitude in a complex environment

P4 Specialist (aligns with Global Grades 13 and 14)

- Is recognized as an expert in own area within the organization
- Has specialized depth and/or breadth of expertise in own discipline or function
- Interprets internal or external issues and recommends solutions/best practices
- Solves complex problems; takes a broad perspective to identify solutions
- May lead functional teams or projects
- Works independently, with guidance in only the most complex situations
- Progression to this level is typically restricted on the basis of business requirement

Global Grade 14 Differentiators

- Identifies applications of functional knowledge and existing methodologies to complex problems
- Serves as an expert within own function and discipline
- Leads functional teams or projects and serves as a best practice/quality resource

Global Grade 13 Differentiators

- Guides others in resolving complex issues in specialized area based on existing solutions and procedures
- Serves as an expert within own discipline
- May lead function teams or projects and serves as a best practices/quality resource
- Trains/mentors junior staff

Career Bands, Career Levels, Functions and Disciplines

Career Level General Profiles (continued)

Professional Career Band (P) (continued)

P3 Career (aligns with Global Grades 11 and 12)

- Has in-depth knowledge in own discipline and basic knowledge of related disciplines
- Solves complex problems; takes a new perspective on existing solutions
- Works independently; receives minimal guidance
- May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives
- Acts as a resource for colleagues with less experience
- May represent the level at which career may stabilize for many years or even until retirement

Global Grade 12 Differentiators

- Uses best practices and knowledge of internal or external business issues to improve products/services or processes
- Typically resolves complex problems or problems where precedent may not exist
- Often leads the work of small project teams; may formally train junior staff
- Works independently

Global Grade 11 Differentiators

- Contributes to process improvements
- Typically resolves problems using existing solutions
- Occasionally leads the work of small project teams; provides informal guidance to junior staff
- Works with minimal guidance

P2 Intermediate (aligns with Global Grade 10)

- Has working knowledge and experience in own discipline
- Continues to build knowledge of the organization, processes and customers
- Performs a range of mainly straightforward assignments
- Uses prescribed guidelines or policies to analyze and resolve problems
- Receives a moderate level of guidance and direction

P1 Entry (aligns with Global Grades 8 and 9)

- Performs routine assignments in the entry level of the Professional Career Band
- Has conceptual knowledge of theories, practices and procedures within a discipline typically acquired through a college or university degree or the equivalent work experience
- Develops competence by performing structured work assignments
- Uses existing procedures to solve routine or standard problems
- Receives instruction, guidance and direction from more senior level roles

Global Grade 9 Differentiators

- Has limited discretion to vary from established procedures
- Has limited work experience involving basic concepts and procedures
- Works under general supervision

Global Grade 8 Differentiators

- Has no discretion to vary from established procedures
- Has no related work experience or has work experience but requires formal training in theories/concepts in own function
- Works under close supervision
- Entry-level graduate in the "probationary" period

Career Bands, Career Levels, Functions and Disciplines

Career Level General Profiles (continued)

Technical Support Career Band (T)

T4 Lead/Advanced (aligns with Global Grades 9 and 10)

- Has advanced and specialized expertise, typically developed through a combination of job-related training and considerable work experience
- Proposes improvements to processes
- May act as a lead, coordinating and facilitating the work of others but is not a supervisor
- Works autonomously within established procedures and practices
- Spends a majority of working time performing the same work processes and activities as employees on team

Global Grade 10 Differentiators

- Performs a variety of the most complex tasks and/or may lead one or more teams
- Analyzes the most complex technical problems and delivers solutions where precedent may not exist

Global Grade 9 Differentiators

- Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine
- Solves complex problems of a recurring nature

T3 Senior (aligns with Global Grades 7 and 8)

- Has full proficiency in a range of technical processes or procedures (or deep skills in a single area) through job-related training and considerable work experience
- Completes a variety of atypical assignments
- Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments
- Works with a limited degree of supervision, with oversight focused only on complex new assignments
- Acts as an informal resource for colleagues with less experience

Global Grade 8 Differentiators

- Performs highly complex and varied tasks
- Typically has specialized external certification
- Guides and supports junior team members; may assist in their formal orientation and training

Global Grade 7 Differentiators

- Performs moderately complex and varied tasks
- May have specialized external certification
- Guides junior team members

T2 Intermediate (aligns with Global Grade 6)

- Has working knowledge and skills to perform a defined set of analytical/scientific methods or operational processes
- Applies experience and skills to complete assigned work within own area of expertise
- Works within standard operating procedures and/or scientific methods
- Works with a moderate degree of supervision

T1 Entry (aligns with Global Grade 5)

- Has basic skills in an analytical or scientific method or operational process
- Works within clearly defined standard operating procedures and/or scientific methods and adheres to quality guidelines
- Works with close supervision

Career Bands, Career Levels, Functions and Disciplines

Career Level General Profiles (continued)

Production/Manual Labor Career Band (W)

W4 Lead/Advanced (aligns with Global Grade 7)

- Has advanced skills, typically gained through a combination of job-related training and considerable work experience
- May act as a lead, coordinating the work of others, but is not a supervisor
- Works autonomously within established procedures and practices
- Has developed a specialized level of skill to perform assigned tasks

W3 Senior (aligns with Global Grade 6)

- Has proficiency through job-related training and considerable work experience
- Completes work with a limited degree of supervision; regularly provides guidance to others with less experience
- May act as an informal resource for colleagues with less experience

W2 Intermediate (aligns with Global Grades 4 and 5)

- Has skills developed through formal training or work experience
- Works within established procedures and guidelines with limited ability to modify methods and approach
- Completes assigned tasks with a moderate degree of supervision

Global Grade 5 Differentiators

- Performs the full range of established procedures, and will typically be considered skilled through work experience
- Resolves routine issues without supervisory approval

Global Grade 4 Differentiators

- Performs most established procedures and will typically be considered semi-skilled through work experience
- Resolves routine issues with senior staff or supervisory guidance and approval

W1 Entry (aligns with Global Grades 2 and 3)

- Has little or no prior relevant training or work experience
- Works under close supervision with little autonomy
- Works with clearly defined methods and tasks that are described in detail

Global Grade 3 Differentiators

- Has limited prior relevant training or work experience
- Contributes directly to specific unskilled tasks or processes
- Has limited discretion to vary from established procedures

Global Grade 2 Differentiators

- Has no prior relevant training or work experience
- Contributes indirectly to specific unskilled tasks or processes
- Has no discretion to vary from established procedures

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Listing

APM Project/Program Management

APM020-EX	Top Facilities Construction Project Management Executive
APM000	Project/Program Management Generalist/Multidiscipline
APM010	Information Technology Project Management
APM020	Facilities Construction Project Management
APM030	Engineering Project Management
APM060	Resource Management
APM999	Project/Program Management - No Applicable Discipline

ARO Research and Development

ARO000-EX	Top Research and Development Executive
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ARP Product Development

ARP000	Product Development Generalist/Multidiscipline
ARP010	Product Development - Physical Science
ARP020	Product Development - Health Science
ARP030	Product Development - Life Science
ARP035	Food Science/Technology
ARP040	Product Development - Mathematics, Statistics and Computer Science
ARP050	Product Development - Engineering
ARP080	Product Development - Creative Design/Industrial Design
ARP999	Product Development - No Applicable Discipline

ARR Product Development Support

ARR000	Product Development Support Generalist/Multidiscipline
ARR010	Product Development Support - Physical Science
ARR020	Product Development Support - Health Science
ARR030	Product Development Support - Life Science
ARR040	Product Development Support - Mathematics, Statistics and Computer Science
ARR060	Product Development Technical Writing
ARR070	Product Development Library/Knowledge Management
ARR999	Product Development Support - No Applicable Discipline

AZE Engineering

AZE000-EX	Top Engineering Executive
AZE030-EX	Top Quality Control Executive
AZE000	Engineering Generalist/Multidiscipline
AZE010	Chemical Engineering
AZE030	Quality Assurance Engineering
AZE040	Civil Engineering
AZE050	Electrical Equipment Engineering
AZE060	Process Engineering

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Listing (continued)

AZE Engineering (continued)

AZE070	Industrial Engineering
AZE080	Manufacturing Engineering
AZE090	Tool and Design Engineering
AZE110	Mechanical Engineering
AZE120	Environmental Engineering
AZE140	Electronic Engineering
AZE150	Packaging Engineering
AZE160	Safety Engineering
AZE170	Structural/Facilities Engineering
AZE999	Engineering - No Applicable Discipline

AZT Technical Specialty/Skilled Trade

AZT005-EX	Top Maintenance Executive
AZT000	Technical Specialty/Skilled Trade Generalist/Multidiscipline
AZT010	Equipment Maintenance Technical Specialty
AZT015	Civil Engineering Technical Specialty
AZT020	Calibration Technical Specialty
AZT030	Product Test/Debug Technical Specialty
AZT040	Facilities Technical Specialty
AZT050	Process Technical Specialty
AZT060	Quality Control/Inspection Technical Specialty
AZT070	Test Equipment Technical Specialty
AZT080	CAD/CAE Drafting Technical Specialty
AZT085	Design and Drafting
AZT090	Production/Operations Laboratory Technical Specialty
AZT100	Biology Technical Specialty
AZT110	Chemistry Technical Specialty
AZT120	Stationary Engineering Technical Specialty
AZT130	Technical Documentation Control
AZT140	Skilled Trade Generalist/Multidiscipline
AZT150	Electrical Skilled Trade
AZT160	Welding Skilled Trade
AZT170	Mechanical Skilled Trade
AZT180	Machinery/Millwright Skilled Trade
AZT190	Finishing/Coating/Painting
AZT191	Carpentry
AZT192	Masonry
AZT999	Technical Specialty/Skilled Trade - No Applicable Discipline

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions

Code Function

APM Project/Program Management

Plans, monitors and manages internal projects from initiation through completion. Secures required resources, and uses formal processes and tools to manage resources, budgets, risks and changes. Manages projects to ensure on-time completion according to specifications and within budgeted costs. At the higher levels, incumbents manage large multifaceted projects; at lower levels incumbents may be concerned with clearly identifiable elements or functions within a larger project. Typically incumbents matched to this function are working towards or have achieved certification in project management.

Applicable Career Bands

M (Supervisory/Management)

P (Professional)

Discipline

APM020-EX

Top Facilities Construction Project Management Executive

- Has primary responsibility for directing the development of plans and designs for major construction or modernization projects
- Oversees architects, project managers, and external contractors to ensure compliance with design specifications, schedules, and contractual commitments
- Directs and plans for the effective use of construction resources and project operating budget
- Represents the organization in matters associated with land development, planning commissions, city and county governing bodies, and miscellaneous associations

APM000

Project/Program Management Generalist/Multidiscipline

- Plans, monitors and manages internal projects from initiation through completion
- Leads or coordinates project planning, resourcing, staffing, supply and subcontract management, progress reporting, troubleshooting and people management
- Ensures project results meet requirements regarding technical quality, reliability, schedule and cost
- Monitors performance and recommends schedule changes, cost adjustments or resource additions
- Responsibilities are within the Project/Program Management Function as a generalist or in a combination of Disciplines

APM010

Information Technology Project Management

- Manages all aspects of a diverse IT project or multiple IT projects, typically involving multiple disciplines in the IT function
- Utilizes expertise and leadership skills to direct staff and to resolve issues to ensure project goals and requirements are met

APM020

Facilities Construction Project Management

- Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management
- Develops assignments, timetables and responsibilities for team members for the duration of the project
- Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time

APM030

Engineering Project Management

- Leads or coordinates project planning, resourcing, staffing, progress reporting, people management, and troubleshooting for engineering projects
- Ensures project results meet requirements regarding technical quality, reliability, schedule and cost

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
APM	Project/Program Management (continued)

Discipline

APM060	Resource Management <ul style="list-style-type: none">• Manages employee resources on a "pool" basis• Ensures that resources of suitable skills and caliber are available for tasks and activities as required• Manages the education, planning, skills enhancement, costing, etc., associated with resources
APM999	Project/Program Management - No Applicable Discipline <ul style="list-style-type: none">• Responsibilities are within the Project/Program Management Function but are not described in other Discipline summaries

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

Code

Function

ARO Research and Development

Has primary responsibility for both applied research/engineering development and (where it exists) basic fundamental, theoretical ("blue sky") research. Applied research responsibilities include research into specific applications such as improved quality of existing products, more cost-effective manufacturing processes, a new product line, or a new area of business. Basic research includes the design of fundamental, theoretical ("blue sky") investigations that expand knowledge but do not specifically result in new products, new processes or new business areas.

Discipline

ARO000-EX

Top Research and Development Executive

- Has primary responsibility for basic theoretical and experimental scientific and technological investigation directed toward the acquisition of new knowledge
- Plans and directs the identification, evaluation and development of new scientific concepts and/or technologies to provide solutions to identified problems
- Plans and directs the identification, collection and evaluation of new product ideas or strategic product extensions to determine their potential to address customer needs and to achieve goals in revenue growth and market share
- Oversees the translation of research discoveries into usable and marketable products

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
ARP	Product Development
	Discovers, develops and evaluates new product ideas, enhancements to existing products or strategic product extensions, and translates research discoveries into usable and marketable products. Leads, plans and tracks all phases of the product life cycle, from inception through introduction into the marketplace. Appraises new product ideas to determine their potential to address customer needs and to achieve goals in revenue growth and market share. Establishes product specifications, and coordinates with various functions, including engineering, manufacturing, marketing and sales, to ensure successful product development and implementation.
	Applicable Career Bands M (Supervisory/Management) P (Professional)
	Discipline
ARP000	Product Development Generalist/Multidiscipline <ul style="list-style-type: none"> • Discovers, develops and evaluates new product ideas, enhancements to existing products or strategic product extensions, and translates research discoveries into usable and marketable products • Leads, plans and tracks all phases of the product life cycle, from inception through introduction into the marketplace • Develops design briefs for new product ideas, including specifications, sketches and/or models to present a clear, focused concept for strategic consideration • Responsibilities are within the Product Development Function as a generalist or in a combination of Disciplines
ARP010	Product Development - Physical Science <ul style="list-style-type: none"> • Initiates, leads, conducts and supports product development based on chemistry, earth sciences, physics or metallurgy
ARP020	Product Development - Health Science <ul style="list-style-type: none"> • Initiates, leads, conducts and supports product development based on medicine, nuclear medicine, dentistry, osteopathy or veterinary medicine
ARP030	Product Development - Life Science <ul style="list-style-type: none"> • Initiates, leads, conducts and supports product development based on biology, bio-tech, physiology, pharmacology, neurosciences, microbiology, agriculture, food, genomics, bioinformatics, bacteriology or stem cell research
ARP035	Food Science/Technology <ul style="list-style-type: none"> • Develops and formulates new or improved food products or processes • Documents processes, formulas, ingredients and results related to production tests, samples and product evaluations • Conducts taste-test panel evaluation with test batches for new products or processes • Typically has a strong working knowledge of food science, health and nutrition, food manufacturing processes, quality assurance principles, ingredient functionality and supply, and market research practice
ARP040	Product Development - Mathematics, Statistics and Computer Science <ul style="list-style-type: none"> • Initiates, leads, conducts and supports product development based on mathematics, statistics or computer science
ARP050	Product Development - Engineering <ul style="list-style-type: none"> • Designs, validates, and brings new products to market • Specifies precise new product functional requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety • Designs, develops, executes and evaluates fitness-for-use testing, product specifications and process validation plans; creates and reviews material part specifications and bills of materials • Collaborates with internal manufacturing partners, contract manufacturers, designers and product specialists to optimize designs for manufacturability • Utilizes CAD (Computer Aided Design) or CAE (Computer Aided Engineering) systems to model new designs and produce detailed engineering drawings

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
ARP	Product Development (continued)
Discipline	
ARP080	Product Development - Creative Design/Industrial Design <ul style="list-style-type: none">• Creates and develops the look of products, e.g., including shape, color and size, with a focus on product external appearance rather than the internal functionality• Evaluates the feasibility of design ideas, based on factors such as appearance, safety, function, serviceability, budget, production costs/methods and market characteristics
ARP999	Product Development - No Applicable Discipline <ul style="list-style-type: none">• Responsibilities are within the Product Development Function but are not described in the other Discipline summaries

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
ARR	Product Development Support
	Provides technical support to discovery and development of new product ideas or strategic product extensions. Participates in analytical, experimental, investigative and other fact-finding work in support of product development scientists and engineers. Collects and classifies new product ideas. Captures specifications for product requirements and functionality.
	Applicable Career Bands M (Supervisory/Management) P (Professional) T (Technical Support)
	Discipline
ARR000	Product Development Support Generalist/Multidiscipline <ul style="list-style-type: none"> • Provides technical support to discovery and development of new product ideas or strategic product extensions • Collects and classifies new product ideas or strategic product extensions to support evaluation of their potential to address customer needs and to achieve goals in revenue growth and market share • Captures specifications for product requirements and functionality • Supports the development of design briefs for new product ideas, including specifications, sketches and/or models to present a clear, focused concept for strategic consideration • Responsibilities are within the Product Development Support Function as a generalist or in a combination of Disciplines
ARR010	Product Development Support - Physical Science <ul style="list-style-type: none"> • Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists and/or engineers engaged in product development in the fields of chemistry, earth sciences, physics or metallurgy
ARR020	Product Development Support - Health Science <ul style="list-style-type: none"> • Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists, physicians and/or engineers engaged in product development in the fields of medicine, nuclear medicine, dentistry, osteopathy or veterinary medicine
ARR030	Product Development Support - Life Science <ul style="list-style-type: none"> • Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists, physicians and/or engineers engaged in product development in the fields of biology, biotechnology, physiology, pharmacology, neurosciences, microbiology, agriculture, food, genomics, bioinformatics, bacteriology or stem cell research
ARR040	Product Development Support - Mathematics, Statistics and Computer Science <ul style="list-style-type: none"> • Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists and/or engineers engaged in product development in the fields of mathematics, statistics and computer science
ARR060	Product Development Technical Writing <ul style="list-style-type: none"> • Develops clear written materials to support product development activities such as operations, maintenance or repair manuals, tutorials, specifications and help systems • Interviews technical staff to collect product information and specifications • Collects and organizes technical information and product images, and coordinates layout for publication • Adheres to established terminology, style and editorial quality standards
ARR070	Product Development Library/Knowledge Management <ul style="list-style-type: none"> • Organizes and maintains the product development research library • Catalogs documents, papers and written materials as well as electronic materials • Implements new or improved storage and retrieval systems • Responds to various information requests from product development staff
ARR999	Product Development Support - No Applicable Discipline <ul style="list-style-type: none"> • Responsibilities are within the Product Development Support Function but are not summarized in other Discipline summaries

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZE	Engineering
<p>Performs engineering work in operations, production, construction or maintenance environments. Designs and scales up manufacturing processes, instruments and equipment, and tests manufactured products to maintain quality. Plans, designs and estimates time and cost, and oversees construction and maintenance of structures, facilities, systems and components. Analyzes and develops solutions to engineering problems related to manufacturing equipment and systems or the causes of component failures. Develops and applies engineering standards and procedures, and provides advice on issues within the engineering field.</p>	
<p>Applicable Career Bands M (Supervisory/Management) P (Professional)</p>	
<p>Discipline</p>	
AZE000-EX	<p>Top Engineering Executive</p> <ul style="list-style-type: none"> • Has primary responsibility for the engineering aspects of the organization's operations • Responsibilities typically include facilities planning, process engineering, maintenance and application of automation and advanced technology, and engineering work relating to new product development
AZE030-EX	<p>Top Quality Control Executive</p> <ul style="list-style-type: none"> • Has primary responsibility for all aspects of quality control programs in the manufacturing process • Develops methods to check the quality of new products and improve the quality of existing products • Monitors procedures already in operation to maintain quality standards of existing products, and develops innovative programs to focus employees on improving product quality
AZE000	<p>Engineering Generalist/Multidiscipline</p> <ul style="list-style-type: none"> • Performs engineering work in operations, production, construction or maintenance environments • Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
AZE010	<p>Chemical Engineering</p> <ul style="list-style-type: none"> • Performs engineering work related to the operation of chemical plant equipment and processes • Maintains and operates chemical production equipment such as condensers, absorption and evaporation towers, columns and stills • Coordinates maintenance and operation of chemical production equipment such as mixing, crushing, heat transfer, distillation, oxidation, hydrogenation and polymerization • May specialize in the processes pertaining to specific chemical products such as gasoline, synthetic rubber, plastics, detergents, cement, or paper and pulp
AZE030	<p>Quality Assurance Engineering</p> <ul style="list-style-type: none"> • Develops and implements methods and procedures for process control, process improvement, testing and inspection to ensure that the products are free of flaws and function as designed • Designs and installs sophisticated testing equipment and performs product testing and analysis to maintain quality levels and minimize defects and failure rates • Analyzes reports and defective products to determine trends and recommend corrective actions • Collaborates with supplier representatives on quality problems, ensures that effective corrective actions are implemented, and contributes to supplier quality improvement programs
AZE040	<p>Civil Engineering</p> <ul style="list-style-type: none"> • Plans and designs structures and facilities, such as bridges, railroads, roads, airports, harbors, dams, irrigation projects, pipelines, tunnels, power plants and other projects • Analyzes proposed projects to ensure structural reliability, resource efficiency and cost-effectiveness • May construct models to identify project specifications and meet related needs
AZE050	<p>Electrical Equipment Engineering</p> <ul style="list-style-type: none"> • Plans and implements the design, manufacture, installation and/or maintenance of electrical systems and apparatus, such as electric motors, machinery controls, lighting, wiring; and power systems/devices for the generation, transmission and control of electric power

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZE	Engineering (continued)
Discipline	
AZE060	Process Engineering <ul style="list-style-type: none">• Develops and modifies process formulations, methods and controls to meet quality standards• Recommends and implements improvements, modifications or additions to document work• Reviews product development requirements for compatibility with processing methods to determine costs and schedules• Integrates equipment and material capabilities to meet process module target specifications and technology target specifications
AZE070	Industrial Engineering <ul style="list-style-type: none">• Develops, designs and plans equipment and machine layouts, workflow, and safety precautions to maximize utilization of plant and manufacturing facilities• Ensures compliance with established industry safety and design standards and guidelines• Evaluates worker productivity and recommends improvements to increase manpower efficiency and operating performance, reduce waste and delays, and promote cost control/reductions• Develops metrics to measure plant and equipment capacity output, and identify equipment and process flow bottlenecks• Establishes accident prevention measures, and plans and schedules training programs for personnel concerning all phases of production operation
AZE080	Manufacturing Engineering <ul style="list-style-type: none">• Plans, designs and constructs manufacturing facilities and related structures• Determines facility specifications, including analysis and evaluation of location, material resources, and structural design• Resolves technical problems and recommends production improvements
AZE090	Tool and Design Engineering <ul style="list-style-type: none">• Develops and designs a variety of tools, machinery and equipment, such as shaping and cutting tools, dies, gauges, and fixtures for manufacturing and experimental purposes• Consults with plant and manufacturing personnel to determine tool specifications and requirements• Evaluates tools and machinery to improve quality and performance
AZE110	Mechanical Engineering <ul style="list-style-type: none">• Directs and coordinates fabrication, installation, operation, application, maintenance, and repair of mechanical or electromechanical machines, equipment, tools, engines and systems• Ensures that quality levels and industry standards are maintained or improved in the manufacturing process• Oversees installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water and steam systems• Evaluates mechanical products to determine their cost-effectiveness and efficiency• May evaluate field installations and recommend design modifications to eliminate malfunctions
AZE120	Environmental Engineering <ul style="list-style-type: none">• Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials• Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment• Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZE	Engineering (continued)
Discipline	
AZE140	Electronic Engineering <ul style="list-style-type: none">• Designs, fabricates, tests, implements and modifies electronic components, products and systems in a production setting• Establishes test procedures and systems for inspection of incoming electronics components• Develops, tests and implements engineering change orders (ECOs) for design revisions• Analyzes and evaluates new or improved electronic components
AZE150	Packaging Engineering <ul style="list-style-type: none">• Develops and designs packaging equipment and materials for safe, convenient and attractive transport of goods under a variety of conditions• Analyzes engineering drawings and specifications to determine the required type of packaging materials and to maximize convenience, utility and function based on the product's physical characteristics, safety and special-handling requirements• Evaluates packaging and transporting methods and procedures to ensure compliance with safety and quality standards• Evaluates and recommends efficient packing procedures, innovations in packaging materials, and utilization of sealing and fastening devices
AZE160	Safety Engineering <ul style="list-style-type: none">• Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws• Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep• Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards• Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements• Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed
AZE170	Structural/Facilities Engineering <ul style="list-style-type: none">• Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding• Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities• Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements• Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors• Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications• Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
AZE999	Engineering - No Applicable Discipline <ul style="list-style-type: none">• Responsibilities are within the Engineering Function but are not described in other Discipline summaries

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZT	Technical Specialty/Skilled Trade
<p>Provides technical support to engineers and scientists in areas such as production, operations, maintenance, safety, testing, process improvement or product development. Uses schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting on electronic or mechanical components, equipment or systems. Gathers, maintains, formats, compiles, and manipulates technical data using established formulae and procedures, and performs detailed mathematical calculations.</p>	
<p>Applicable Career Bands</p> <p>M (Supervisory/Management) P (Professional) T (Technical Support) W (Production/Manual Labor)</p>	
Discipline	
AZT005-EX	<p>Top Maintenance Executive</p> <ul style="list-style-type: none"> Has primary responsibility for developing and implementing the maintenance policies of the organization's manufacturing facilities aimed at improving equipment availability, capability and yield
AZT000	<p>Technical Specialty/Skilled Trade Generalist/Multidiscipline</p> <ul style="list-style-type: none"> Provides technical support to engineers and scientists on a variety of technical tasks Develops and recommends procedures and methods, and prepares technical reports and documentation Performs technical evaluations of events to determine root cause; recommends corrective action Responsibilities are within the Technical Specialty/Skilled Trade Function as a generalist or in a combination of Disciplines
AZT010	<p>Equipment Maintenance Technical Specialty</p> <ul style="list-style-type: none"> Performs preventative maintenance and repairs on equipment and systems (e.g., mechanical, electrical) Evaluates and recommends equipment improvements to improve availability, capability and yield Performs equipment failure analyses (including preventative and unscheduled maintenance) Troubleshoots and diagnoses equipment problems Prepares technical reports to document equipment modifications and equipment maintenance procedures
AZT015	<p>Civil Engineering Technical Specialty</p> <ul style="list-style-type: none"> Supports engineers in the planning, design, and supervision of the construction of structures and facilities such as bridges, railroads, roads, airports, harbors, dams, irrigation projects, pipelines and tunnels Monitors and inspects completed and in-progress construction work and may performs tests to ensure quality standards are met Compiles and analyzes traffic patterns, hydrologic and meteorologic information and other engineering data Prepares detailed site layouts and specifications Reviews and analyzes design drawings for feasibility, performance, safety and durability
AZT020	<p>Calibration Technical Specialty</p> <ul style="list-style-type: none"> Performs precise calibrations and preventative and corrective maintenance on measuring and test equipment, instruments, tools, gauges and fixtures Sets up test equipment and conducts tests on performance and reliability of mechanical, structural, or electromechanical equipment Develops calibration operating procedures and documentation for all instruments Selects and procures instrument spare parts to minimize machine downtime Coordinates calibration with outside contractors for equipment that cannot be maintained internally

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZT	Technical Specialty/Skilled Trade (continued)
Discipline	
AZT030	Product Test/Debug Technical Specialty <ul style="list-style-type: none">● Debugs and troubleshoots failed electronic components, assemblies and systems using test equipment and schematics● Monitors component failures and initiates supplier notification if defect rates exceed acceptable levels● Identifies and resolves issues that adversely affect test yields● Collaborates with engineering and manufacturing teams to establish production test plans and processes● Compiles and maintains test-related documentation including test plans, procedures, results and reports
AZT040	Facilities Technical Specialty <ul style="list-style-type: none">● Operates, monitors and maintains utilities including HVAC (heating, ventilation and air conditioning) setup, maintenance and balancing, WFI (water for injection), purified water and process equipment● Maintains, troubleshoots and repairs facilities mechanical components and electrical equipment and systems in accordance with SOPs (standard operating procedures), internal requirements, manufacturer's specifications and safety policies● Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools● Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency● Assists engineers in developing methods and procedures to control or improve facilities processes
AZT050	Process Technical Specialty <ul style="list-style-type: none">● Provides technical support to engineers to achieve improvements in cycle-time, yield, unit cost, quality, safety and compliance of production and operations processes● Monitors instruments and equipment and collects operating data including calibration, inspection, testing, and repair activities to assist in making on-line adjustments to instruments, equipment or products● Analyzes and resolves malfunctions and deviations of instruments and control systems to identify and resolve problems● Conducts analyses and prepares reports using metrics from salvage tracking, trending, reporting and root cause analyses● Maintains process designs to optimize process and facility use while conforming to standard operating procedures (SOPs) and good manufacturing practices (GMPs)
AZT060	Quality Control/Inspection Technical Specialty <ul style="list-style-type: none">● Provides technical support to the quality and quality engineering (QE) functions● Conducts nondestructive examination (NDE) and quality control (QC) inspections on products, materials, components, parts, etc., at various stages of the production process to ensure compliance with established quality and reliability standards● Captures and analyzes statistical data from processes to either confirm compliance with established standards or identify deviations from standards● Recommends new or enhanced methods, procedures and standards
AZT070	Test Equipment Technical Specialty <ul style="list-style-type: none">● Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches● Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions● Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data● Diagnoses test equipment malfunctions, and services and repairs equipment as required

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZT	Technical Specialty/Skilled Trade (continued)
Discipline	
AZT080	CAD/CAE Drafting Technical Specialty <ul style="list-style-type: none">● Prepares and maintains detailed design drawings, schematics or specifications typically using computer-aided design software● Works closely with design originators (e.g., engineers, designers) to resolve design details or discrepancies or to prepare drawings of unusual, complex or original designs which require a high degree of precision using computer-aided drafting (CAD) or computer-aided engineering (CAE) equipment● Creates, modifies and controls detailed two- and three-dimensional parts and assembly drawings from engineers' and technicians' sketches, plans and written and verbal instructions● Develops and maintains drafting standards and procedures● Evaluates and recommends purchase of CAD/CAE-related computer hardware and software
AZT085	Design and Drafting <ul style="list-style-type: none">● Prepares drawings for civil engineering projects such as bridges, highways, waterfront facilities, sanitary and drainage systems, traffic systems, tunnels, mass transit systems, airports, commercial and industrial buildings, dams and reservoirs● Prepares drawings or schematics of electronic power distribution systems involving electronic circuitry● Prepares drawings for HVAC (heating, ventilating and air conditioning) systems, piping systems, refrigeration systems and equipment machinery, engines and mechanical apparatus● Prepares drawings for vehicle (e.g., automobiles, planes, motorcycles) design and production● Prepares maps, cross-sections, logs, graphs and charts used in resource exploration operations
AZT090	Production/Operations Laboratory Technical Specialty <ul style="list-style-type: none">● Assists engineers and scientists with a variety of laboratory tasks● Performs chemical and/or physical analyses or scientific tests using both routine and special techniques in compliance with all safety and infection control standards● Collects, analyzes and processes laboratory samples● Records results of tests, organizes data, performs basic computations, and prepares reports and analyses using standard procedures and guidelines● Installs, operates, maintains and repairs laboratory test equipment, apparatus, systems, and supplies
AZT100	Biology Technical Specialty <ul style="list-style-type: none">● Assists biologists with a variety of laboratory tasks in studying living organisms and infectious agents related to product development or quality control of production processes or products● Analyzes organic substances such as blood, food, and drugs
AZT110	Chemistry Technical Specialty <ul style="list-style-type: none">● Assists chemists and chemical engineers conduct chemical and physical laboratory tests using instrumental techniques in making qualitative and quantitative analyses of solids, liquids, and gaseous materials related to product development or quality control of production processes or products● Performs quantitative and qualitative analyses in organic, inorganic, physical, analytical chemistry, photochemistry or electrochemistry to determine the chemical and physical properties of materials, liquids and gases

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZT	Technical Specialty/Skilled Trade (continued)
Discipline	
AZT120	Stationary Engineering Technical Specialty <ul style="list-style-type: none">● Operates, monitors, adjusts, maintains and repairs stationary engines and mechanical equipment and systems used in production and operations under the overall guidance of stationary engineers● Ensures that equipment such as generators, motors, turbines, boilers and complex fire safety systems in buildings and plants operate safely, economically, and within established limits by monitoring meters, gauges, and computerized controls either on site or from a central location● Performs repairs ranging from a complete overhaul to replacing defective valves, gaskets, or bearings● Records relevant events and facts concerning the operation and maintenance of equipment● Conducts routine maintenance to maintain or improve operating efficiency, such as lubricating moving parts, replacing filters or removing soot and corrosion from boilers and adding chemicals to boiler water to prevent corrosion and harmful deposits
AZT130	Technical Documentation Control <ul style="list-style-type: none">● Compiles and maintains technical documentation such as blueprints, drawings, change orders, and specifications● Examines documents to verify completeness and accuracy of data, and resolves discrepancies with document originators● Maintains computerized document control records management system and/or hardcopy documents to ensure compliance with all applicable and required standards including GMP (good manufacturing practice) and QSR (quality system regulation) requirements● Develops and maintains procedures and standards for maintaining documents and change control of documents, including document development, approval, production, distribution and amendment● Plans, directs and manages document and content management life cycles, and may work with either structured or unstructured metadata
AZT140	Skilled Trade Generalist/Multidiscipline <ul style="list-style-type: none">● Performs installations, preventive maintenance, and repairs on buildings, mechanical equipment and utility systems using one or more trade skills (e.g., electrical, mechanical, plumbing, carpentry)● Prepares and maintains records of completed maintenance repair work● Maintains current knowledge of all applicable procedures and safety measures
AZT150	Electrical Skilled Trade <ul style="list-style-type: none">● Repairs, installs, replaces and tests electrical circuits, equipment and appliances, using hand tools and testing instruments, to supply electrical power for lighting, equipment, and machine operations
AZT160	Welding Skilled Trade <ul style="list-style-type: none">● Welds all types of commonly used metals and alloys of various sizes, shapes, and thicknesses, including dissimilar metals such as copper to steel● Operates various hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products● May set up, operate, and/or tend to robots that weld, braze, solder, or heat treat metal products, components, or assemblies
AZT170	Mechanical Skilled Trade <ul style="list-style-type: none">● Repairs and maintains machinery and mechanical equipment, such as motors, pumps, conveyors, belts, fans, air conditioners, etc.● Examines mechanical equipment to diagnose malfunctions● Adjusts, cleans and lubricates parts of mechanical devices as necessary● Requisitions replacement parts and equipment● Oversees contractors at supervisory/management level

Career Bands, Career Levels, Functions and Disciplines

Functions and Disciplines Definitions (continued)

<u>Code</u>	<u>Function</u>
AZT	Technical Specialty/Skilled Trade (continued)
Discipline	
AZT180	Machinery/Millwright Skilled Trade <ul style="list-style-type: none">● Installs, modifies, moves, troubleshoots, repairs and dismantles machinery and equipment according to requisition documentation, layout plans, blueprints, or other drawings● Prepares installation site by constructing foundations, and aligns and fastens machinery to the foundation using hoists, dollies, rollers, trucks, tools, squares, rules, and micrometers● Performs operational tests on newly installed, modified, repaired and moved machinery and equipment to ensure that it meets technical specifications● Fabricates metal parts for prototype equipment based on drawings● Programs PLCs (programmable logic controllers)
AZT190	Finishing/Coating/Painting <ul style="list-style-type: none">● Paints, varnishes, stains, enamels, lacquers and redecorates walls, woodwork and fixtures● Mixes paint and matches colors; uses brushes, sprayers or rollers to apply paint or other coatings● Removes old finishes using a scraper, chemical compounds or a blowtorch● Fills nail holes, joints, and cracks in walls with plaster or other filler
AZT191	Carpentry <ul style="list-style-type: none">● Performs the carpentry duties necessary to construct and maintain building woodwork such as bins, counters, shelves, benches, stairs, doors and windows● Works from drawings or verbal instructions and uses a variety of carpentry hand and power tools● Repairs high-grade articles of furniture such as cabinets, chairs, store fixtures and office equipment● May operate hand saw, mortiser, drill press, wood lathe and related woodworking equipment
AZT192	Masonry <ul style="list-style-type: none">● Performs the masonry work necessary to construct and maintain building and grounds, such as walls and floors, furnace and boiler settings, stairs and sidewalks● Applies and repairs plaster, concrete, bricks, pavers and stones● May operate mixer, sander, concrete lathe and related masonry equipment
AZT999	Technical Specialty/Skilled Trade - No Applicable Discipline <ul style="list-style-type: none">● Responsibilities are within the Technical Specialty/Skilled Trade Function but are not described in other Discipline summaries