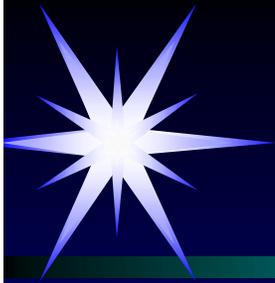




HUMAN RESOURCES FORUM

The Dual Career Ladder Concept and its Application at NASA Glenn

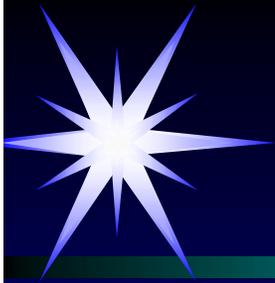
**Presented by: Hugh F. Pierce, Jr.
Program and Policy Office
Office of Human Resources**



DUAL CAREER LADDER CONCEPT

Based on the premise that there are 2 Scientific & Engineering (S&E) high level career paths to consider:

- 1. High level supervisory/managerial work**
- 2. High level of nonsupervisory professional recognition and contribution (personal impact) work**



SCIENTISTS AND ENGINEERS DUAL CAREER LINES OF PROGRESSION

SUPERVISORY

Senior Executive (SES)

GS-15

Line Manager

GS-14

Senior Lead

GS-13

GS-12

GS-11

GS-9

GS-7

NONSUPERVISORY

Senior Scientific (ST)

GS-15

Expert/Consultant Researcher*

GS-14

Technical Authority

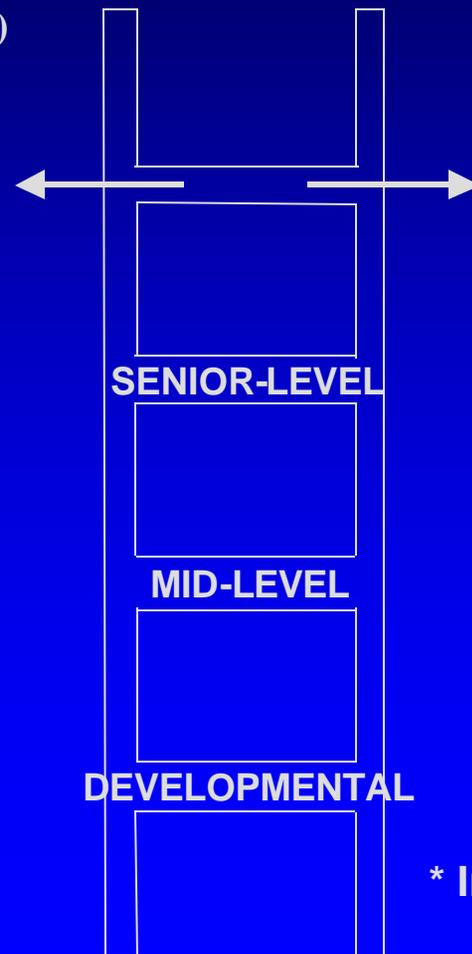
GS-13

GS-12

GS-11

GS-9

GS-7



* Including experimental development



DUAL CAREER LADDER CONCEPT

Background:

In past years, noncompetitive Dual Career Ladder (DCL) promotions to GS-14 and GS-15 involved three types of work situations:

- 1. Personal Impact**
- 2. Technical Competence**
- 3. Project Management**



OPM PERSPECTIVE ON THE DUAL CAREER LADDER PROCESS

Research and Experimental Development Work

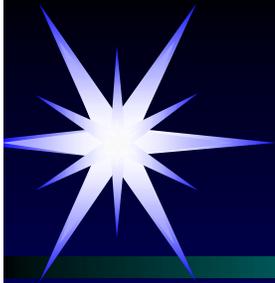
- **Purpose of research and development is to extend human knowledge and understanding...**
- **Creativity and originality are inherently of central importance in a research situation**
- **Incumbent's personal qualifications have a profound impact on the dimensions of the resulting job**



GRC PERSONNEL POLICY STATEMENT

SUBJECT: DUAL CAREER LADDER PROMOTIONS

- **Establishes procedures and criteria for DCL promotions to grades GS-14, GS-15, and ST**
- **Defines three promotion situations**
 - 1. Personal Impact (S&E's)**
 - 2. Technical Competence**
 - 3. Project Management**
- **Sets policy for processing the three types of promotions**

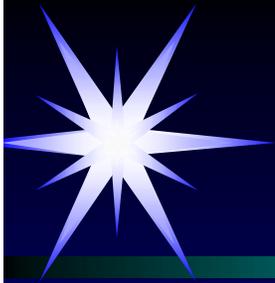


DUAL CAREER LADDER CONCEPT

Situation 1 - Personal Impact (S&E Positions only)

This situation recognizes grade value of performance that involves:

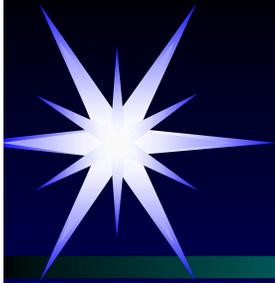
- **A very high degree of technical independence**
- **A high degree of originality and**
- **A high degree of professional recognition and contribution**



DUAL CAREER LADDER PROMOTION POLICY

Situation 1 - Personal Impact Promotion (S&E only)

- **Based on achievements and rank of the person**
- **Classified using the Research Grade Evaluation Guide (RGEG) or the Equipment Development Grade Evaluation Guide (EDGE), Part III, Experimental Development**
- **Processed in accordance with procedures described in Personnel Policy Statement OHR-8 and enclosures**

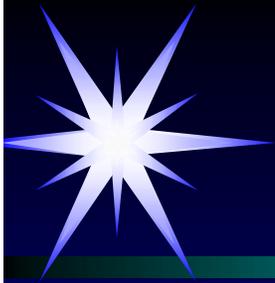


DUAL CAREER LADDER CONCEPT

Situation 2 - Technical Competence

This situation recognizes that personal qualities and/or performance have an impact upon the position which results in:

- **The assignment and inclusion of additional duties and responsibilities over and above those that might normally be included in the job**
- **The additional duties and responsibilities are included as part of the position description**
- **Duties are evaluated and classified along with other duties and responsibilities**



DUAL CAREER LADDER PROMOTION POLICY

Situation 2 - Technical Competence

- Based on work assigned to the position
- Classified using appropriate OPM classification standards or grading guides
- Announced and filled using Competitive Placement Plan (CPP) procedures

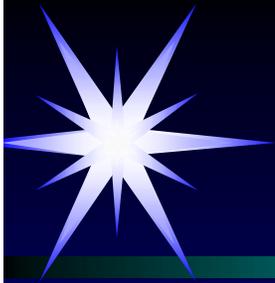


DUAL CAREER LADDER CONCEPT

Situation 3 - Project Management

This situation recognizes that:

- Many of our GRC “project managers” meet the definition for project management engineering as described in OPM’s Equipment Development Grade Evaluation Guide (EDGEG), Part II**
- Growth in a project can also change the position to the extent the position warrants a higher grade**
- Project management engineer positions are handled in a manner similar to Situation 2**



DUAL CAREER LADDER PROMOTION POLICY

Situation 3 - Project Management (S&E only)

- Based on work assigned to the position
- Classified using the EDGEG, Part II, Project Management Engineering, GS-800
- Announced and filled using CPP procedures

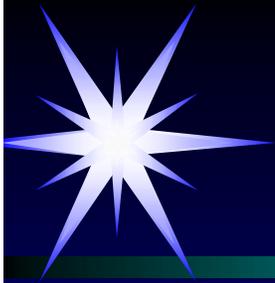


PERSONAL IMPACT - DUAL CAREER LADDER PROMOTIONS

Rationale:

The OPM grading criteria found in both the RGEG and the EDGEG, Part III, Experimental Development, covers four major factors:

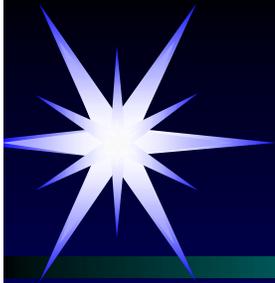
- I. The Research Situation, or Assignment**
- II. Supervision Received**
- III. Guidelines and Originality**
- IV. Qualifications and Scientific Contributions**



PERSONAL IMPACT - DUAL CAREER LADDER PROMOTIONS

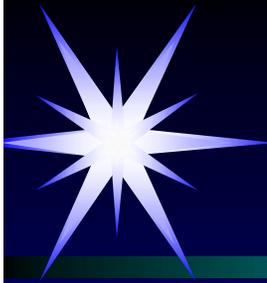
Factor IV - Qualifications and Scientific Contributions

- **Addresses the “Personal Impact” of the incumbent**
- **Focuses on total qualifications, professional standing, and recognition and scientific contributions of the researcher**
- **Strongest factor in terms of evaluation of personal impact**



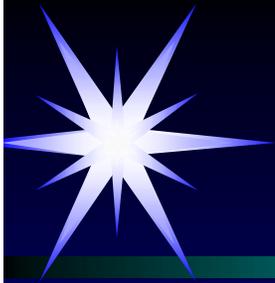
PROMOTION PROCESS FOR PERSONAL IMPACT DUAL CAREER LADDER PROMOTIONS

- 1. Centerwide call for nominations from Center Director**
- 2. Candidate promotion packages are prepared, received, and reviewed by Branch Chiefs (within 30 days of call letter)**
- 3. Directorates schedule and conduct candidate evaluation sessions**
- 4. Directorates select top group of candidates to send to GRC Chief Scientist (within 60 days of call letter)**



PROMOTION PROCESS FOR PERSONAL IMPACT DUAL CAREER LADDER PROMOTIONS

- 5. GRC Chief Scientist refers all candidates for assessment and ranking by a Candidate Evaluation Panel (CEP)**
- 6. CEP evaluates, ranks, and provides to Center Director prioritized list of most highly recommended candidates**
- 7. Center Director makes final selection of candidates to be promoted**
- 8. OHR is informed of selections and proceeds to process promotions**



DUAL CAREER LADDER CONCEPT

For additional information on:

- **Personal Impact - DCL Promotion Evaluation Criteria, Contact: Dr. Marvin Goldstein, 3-5825**
- **Dual Career Ladder Promotions
Personnel Policy OHR-8*
Contact: H. Fran Pierce, Jr., 3-8841**

*** Available on the OHR Homepage at
<http://www.grc.nasa.gov/WWW/OHR/Ohr-policy.htm>**