

J.8 ATTACHMENT C - POSITION QUALIFICATIONS

POSITION QUALIFICATIONS

NOTE: If accepted, the labor category and minimum position qualifications proposed will be incorporated into (and/or replace) the below listing.

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
Accountant, Senior	2 - MGN	Bachelor's degree in Accounting.	Experience as a financial controller, accounting supervisor, chief or senior accountant with at least five (5) years of experience.
Business Manager	1 – OVERSEE ALL SITES (e.g. ALB, MGN, & PGH)	Bachelor's degree in Business Management or related field.	Experience in management of a diversified workforce (e.g., various labor categories performing a variety of work requirements as identified in the PWS) and geographically dispersed work environment.
Buyer/Purchaser	3 - MGN	N/A	Bachelor's degree in Business Management or related field with at least two (2) years of job-related experience or equivalent.
Carpenter, Maintenance 23130 * PGH CBA: Carpenter	2 – ALB 2 - PGH	Qualified journeyman in accordance with State or union rules.	High school diploma or General Education Development/Test Assessing Secondary Completion/High School Equivalency Test (GED/TASC/HiSET).
Clerk – Accounting 01013	1 - MGN	Experience using MS Office products (i.e., Word, Excel, PowerPoint).	Bachelor's degree in accounting or related field with at least two (2) years of job-related experience or equivalent.
Clerk – Administrative 01111	1 - MGN	Experience using MS Office products (i.e., Word, Excel, PowerPoint).	Associate degree in Business Administration or related field with at least two (2) years of job-related experience or equivalent including SharePoint.
Combination Maintenance Welder 23960	1 - ALB	Vocational/technical training beyond high school and five (5) years of experience. Certification in welding from American Welding Society (AWS), ASME Section IX and AWS D1.1 for: (1) Carbon Steel, Process	Vocational/technical training beyond high school and ten (10) years of experience. Experience in exotic alloys.

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		SMAW and GMAW, All Positions, and (2) Stainless Steel, Process SMAW and GTAW All Positions.	
Computerized Maintenance Management System (CMMS) Coordinator	1 - MGN	High School diploma or GED/TASC/HiSET with two (2) years of experience in CMMS or equivalent training, education and/or experience.	Bachelor's degree or five (5) years of work experience related to CMMS database management and analysis, implementation, and maintenance.
Contracts Administrator	1 - MGN	High School diploma or GED/TASC/HiSET.	Bachelor's degree in Business Management or related field with at least two (2) years of job-related experience or equivalent.
Corporate Administrator	1 - MGN	High School diploma or GED/TASC/HiSET.	Bachelor's degree in Business Management or related field with at least two (2) years of job-related experience or equivalent.
Designer/Drafter II	1 - ALB 1 - MGN	Vocational/technical training beyond high school with at least one (1) year of job-related experience or equivalent.	Vocational/technical training beyond high school with at least two (2) years of job-related experience or equivalent. Experience with CAD software.
Driver Messenger 31100	1 - PGH	Must have a valid U.S. driver's license. Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or currently covered under a high-risk insurance policy, etc.).	High school diploma or GED/TASC/HiSET with at least two (2) years of job-related experience or equivalent.
Electrical Technician V	1 - MGN	Qualified journeyman in accordance with State or union rules with at least 10 years of experience. Hold and maintain current certification and/or licenses required by State or local authorities.	High school diploma or GED/TASC/HiSET with at least twenty (20) years of job-related experience or bachelor's degree in a related field with at least fifteen (15) years of job-related experience and specific training and thorough knowledge in the particular area of electrical maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc. WV Master Electrician License.
Electrician, Lead	1 - PGH	Qualified journeyman in accordance with State or union rules.	High school diploma or GED/TASC/HiSET with at least fifteen (15) years of job-related experience, specific training and thorough knowledge in the particular area of electrical maintenance

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		<p>Hold and maintain current certification and/or licenses required by State or local authorities.</p>	<p>and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.</p> <p>Working knowledge of diagnostic equipment and associated computer software.</p> <p>PA Master Electrician License.</p>
<p>Electrician, Maintenance 23160</p> <p>*PGH CBA: Electrician</p>	<p>2- ALB 3 - PGH</p>	<p>Qualified journeyman in accordance with State or union rules.</p> <p>Hold and maintain current certification and/or licenses required by State or local authorities.</p>	<p>High school diploma or GED/TASC/HiSET and specific training and thorough knowledge in the particular area of electrical maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.</p> <p>Working knowledge of diagnostic equipment and associated computer software.</p>
<p>Electrician, Maintenance 23160</p> <p>*WV CBA: Electrical Technician III</p>	<p>3 - MGN</p>	<p>Qualified journeyman in accordance with State or union rules.</p> <p>Hold and maintain current certification and/or licenses required by State or local authorities.</p>	<p>High school diploma or GED/TASC/HiSET with at least ten (10) years of job-related experience or a bachelor's degree with at least eight (8) years of job-related experience and specific training and thorough knowledge in the particular area of electrical maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.</p> <p>Working knowledge of diagnostic equipment and associated computer software.</p>
<p>Electrician, Maintenance 23160</p> <p>*WV CBA: Electrical Technician IV</p>	<p>6 - MGN</p>	<p>Qualified journeyman in accordance with State or union rules.</p> <p>Hold and maintain current certification and/or licenses required by State or local authorities.</p>	<p>High school diploma or GED/TASC/HiSET with at least fifteen (15) years of job-related experience or bachelor's degree in a related field with at least thirteen (13) years of job-related experience and specific training and thorough knowledge in the particular area of electrical maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.</p> <p>Working knowledge of diagnostic equipment and associated computer software.</p>

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Electronics Technician Maintenance III 23183 *PGH CBA: Electronic Technician	1 – ALB 1 - PGH	Hold and maintain certification and/or licenses required by State or local authorities.	High school diploma or GED/TASC/HiSET and specific training and thorough knowledge in the particular area of electrical maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc., with at least five (5) years of job-related experience, or a bachelor's degree in a related field may substitute for two (2) years of job-related experience. Working knowledge of basic computer systems and software programs.
Engineer 1	1 – PGH	Bachelor's degree in engineering or related scientific field.	At least one (1) year of job-related experience.
Engineer 2	2 – MGN	Bachelor's degree in engineering or related scientific field. At least one (1) year of job-related experience.	At least two (2) years of job-related experience.
Engineer 3	1 – MGN	Bachelor's degree in engineering or related scientific field. At least two (2) years of job-related experience or equivalent.	At least four (4) years of job-related experience or equivalent.
Engineer 4	2 – PGH	Bachelor's degree in engineering or related scientific field.	At least five (5) years of job-related experience or equivalent.
Engineer 5	2 – PGH	Bachelor's degree in engineering or related scientific field. At least four (4) years of job-related experience or equivalent.	At least seven (7) years of job-related experience or equivalent.
Engineer 6	1 – MGN	Bachelor's degree in engineering or related scientific field. At least seven (7) years of job-related experience or equivalent.	At least ten (10) years of job-related experience or equivalent.
Engineer 7 (R&D Engineer 7)	1 - ALB	Bachelor's degree in engineering or related scientific field. At least twelve (12) years of job-related experience or equivalent.	At least fifteen (15) years of job-related experience or equivalent.
Engineer 8	1 – MGN	Bachelor's degree in engineering or related scientific field. At least twenty (20) years of job-related experience or equivalent.	At least twenty-five (25) years of job-related experience or equivalent.
Engineer, Chemical	1 – PGH	Bachelor's degree in chemical engineering or related scientific field.	At least three (3) years of job-related experience or equivalent.

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Engineer, Civil	1 – ALB	Bachelor's degree in civil engineering or related scientific field.	At least three (3) years of job-related experience or equivalent.
Engineer, Electrical	1 – ALB 2 – MGN 1 - PGH	Bachelor's degree in electrical engineering or related scientific field.	At least three (3) years of job-related experience or equivalent.
Engineer, Instrumentation and Controls (I&C)	1 - MGN	Bachelor's degree in an instrumentation & controls-related engineering field/discipline.	At least three (3) years of job-related experience or equivalent.
Engineer, Manager/ Supervisor	1 – OVERSEE ALL SITES (e.g. ALB, MGN, & PGH)	Bachelor's degree in engineering or related scientific field. At least twenty (20) years of job-related experience or equivalent.	At least twenty-five (25) years of job-related experience, or a master's degree and twenty (20) years of job-related experience, or a Ph.D. and seventeen (17) years of job-related experience. A Professional Engineer's license may substitute for two (2) years of experience.
Engineer, Mechanical	1 – ALB 4 – MGN 1 - PGH	Bachelor's degree in mechanical engineering or related scientific field.	At least three (3) years of job-related experience or equivalent.
Engineering Technologist 1 Engineering Support Technologist	1 – MGN 3 - PGH	High School diploma, GED/TASC/HiSET, or equivalent training, education and/or experience.	Vocational/technical school diploma with at least two (2) years of job-related experience or associate degree (or higher) with at least two (2) years of job-related experience.
Engineering Support Technologist 2	1 - PGH	High School diploma, GED/TASC/HiSET, or equivalent training, education and two (2) years of job-related experience.	Vocational/technical school diploma with at least four (4) years of job-related experience or associate degree (or higher) with at least four (4) years of job-related experience.
Engineering Technologist 3	1 – MGN	High School diploma, GED/TASC/HiSET, or equivalent training, education and four (4) years of job-related experience.	Vocational/technical school diploma with at least six (6) years of job-related experience or associate degree (or higher) with at least six (6) of job-related experience.
Engineering Technologist 4	1 – MGN	High School diploma, GED/TASC/HiSET, or equivalent training, education and six (6) years of job-related experience.	Vocational/technical school diploma with at least eight (8) years of job-related experience or Associate degree (or higher) with at least eight (8) years of job-related experience.
Environment, Safety, Health & Quality (ESH&Q) Manager	1 – OVERSEE ALL SITES (e.g. ALB, MGN, & PGH)	Bachelor's degree in an ES&H or ES&H-related field (e.g., safety, environmental science, engineering, chemistry, biology or other science-related field) and at least 15 years of position-related experience.	Master's degree and at least fifteen (20) years of position-related experience.

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
ES&H Manager	1 - MGN	Bachelor's degree in an ES&H or ES&H-related field (e.g., safety, environmental science, engineering, chemistry, biology or other science-related field) and at least 10 years of position-related experience.	Master's degree in an ES&H or ES&H-related field. At least fifteen (15) years of position-related experience.
ES&H Specialist	<u>Level 1</u> 2 – ALB 1 – MGN 5 – PGH <u>Level 2</u> 3 – ALB 4 – MGN 5 – PGH <u>Level 3</u> 1 – ALB 3 – MGN 2 – PGH <u>Level 4</u> 1 – MGN <u>Level 5</u> 2 – MGN 2 – PGH <u>Level 6</u> 1 - ALB	Bachelor's degree in an ES&H or ES&H-related field (e.g., safety, environmental science, engineering, chemistry, biology or other science-related field). ES&H-related experience may be substituted for educational requirements.	Level 1: Zero (0) years of Experience. Level 2: Minimum of four (4) years of experience. Level 3: Minimum of eight (8) years of experience. Level 4: Minimum of twelve (12) years of experience. Level 5: Master's degree in ES&H or ES&H-related field. Minimum of fifteen (15) years of experience. Level 6: Master's degree in ES&H or ES&H-related field. Minimum of twenty (20) years of experience.
ES&H Technician Environmental Technician, 30090 *PGH CBA: ES&H Technician 3 *WV CBA: ES&H Technician 3	<u>Level 1</u> 1 - PGH <u>Level 3</u> 1 – MGN <u>Level 4</u> 1 - MGN	Hold and maintain current Hazardous Waste Operations and Emergency Response Standard (HAZWOPER) certification.	High school diploma or GED/TASC/HiSET with at least ten (10) years of job-related experience, an associate degree in a related field with at least eight (8) years of job-related experience, or a bachelor's degree in a related field with at least six (6) years of job-related experience. Specific training and advanced knowledge in the particular area of environmental, safety, and health, plus a broad knowledge of other disciplines such as environmental sciences, safety, and industrial hygiene. Knowledge of applicable State and Federal laws and company policies and procedures.

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
Facilities/Technical Manager	1 – OVERSEE ALL SITES (e.g. ALB, MGN, & PGH)	Bachelor’s degree in a scientific, engineering, or business field with more than fifteen (15) years of related work experience in the management of research, development, demonstration, or commercial programs, projects, and facilities; more than seven (7) years of consecutive experience in managing diverse and integrated work forces (e.g., professionals, engineers, scientists, technicians, craftsmen, etc.).	Advanced degree in a scientific, or engineering field with more than twenty (20) years of related work experience in the management of multi-million dollar research, development, demonstration, or commercial programs, projects, and facilities; more than ten (10) years of consecutive experience in managing diverse and integrated work forces (e.g., professionals, engineers, scientists, technicians, craftsmen, etc.).
Facility Maintenance Technician 3	1.8 – OFFSITE 8 - MGN	Qualified journeyman (plumbing and carpentry) in accordance with State or union rules.	High school diploma or GED/TASC/HiSET with at least ten (10) years of job-related experience or a bachelor's degree in a related field with at least eight (8) years of job-related experience.
Facility Maintenance Technician 4	1 - MGN	Qualified journeyman (plumbing and carpentry) in accordance with State or union rules.	High school diploma or GED/TASC/HiSET with at least fifteen (15) years of experience or a bachelor's degree in a related field with at least thirteen (13) years of job-related experience.
Facility Maintenance, Lead Technician 5	1 - MGN	Qualified journeyman (plumbing and carpentry) in accordance with State or union rules. Must have at least five (5) years of supervisory experience.	High school diploma or GED/TASC/HiSET with at least twenty (20) years of experience or a bachelor's degree in a related field with at least eighteen (18) years of job-related experience. The Lead Facility Maintenance Technician will also interface with customers on a regular basis and monitor customer feedback and advise on a broad range of issues related to products/services being delivered.
Facility Planning Specialist II	2 - MGN	Associate degree in Facilities Management and planning or five (5) years of work experience in facilities planning role or similar.	Bachelor’s degree in Facilities Management & Planning and three (3) years of work experience in the Facilities Planning role or similar.
Field Safety Specialist	1 - PGH	Associate degree in Facilities Management and planning or five (5) years working experience in facilities planning role or similar.	Bachelor’s degree in Facilities Management & Planning or ten (10) years of work experience in the Facilities Planning role or similar.
General Clerk I	1 - MGN	High school diploma or GED/TASC/HiSET.	At least one (1) year of job-related experience or equivalent, with a commercial or general background.

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General Clerk III 01113 *PGH CBA: Unit Clerk Sr.	1 - PGH	High school diploma or GED/TASC/HiSET with at least one (1) year of job-related experience or equivalent.	At least three (3) years of job-related experience or equivalent, with a commercial or general background.
General Maintenance 23370	2 - PGH	Must have a valid U.S. driver's license. Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or currently covered under a high-risk insurance policy, etc.).	High school diploma or GED/TASC/HiSET with at least two (2) years of job-related experience or equivalent.
General Maintenance Foreman	2 - PGH	High school diploma or GED/TASC/HiSET with at least two (2) years of job-related experience or equivalent. Must have a valid U.S. driver's license. Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or currently covered under a high-risk insurance policy, etc.)	At least five (5) years of job-related experience or equivalent.
HVAC Controls System Mechanic	1 - PGH	Hold and maintain current HVACR electrician card and refrigerant handling license in accordance with State or union rules.	High school diploma or GED/TASC/HiSET and specific training and thorough knowledge in the particular area of HVACR maintenance and installation, plus a broad knowledge of other disciplines such as energy management control systems, general math, geometry, trigonometry, chemistry, biology, etc. Knowledge of applicable State and Federal laws and company policies and procedures.
HVAC Mechanic (Research Facility), 23411 * PGH CBA: HVAC Mechanic	4 - PGH	Hold and maintain current HVACR electrician card and refrigerant handling license in accordance with State or union rules.	High school diploma or GED/TASC/HiSET and specific training and thorough knowledge in the particular area of HVACR maintenance and installation, plus a broad knowledge of other disciplines such as energy management control systems, general math, geometry, trigonometry, chemistry, biology, etc.

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			Knowledge of applicable State and Federal laws and company policies and procedures.
HVAC Mechanic, Lead	1 - PGH	Hold and maintain current HVACR electrician card and refrigerant handling license in accordance with State or union rules with at least five (5) years of job-related experience.	<p>High school diploma or GED/TASC/HiSET and specific training and thorough knowledge in the particular area of HVACR maintenance and installation, plus a broad knowledge of other disciplines such as energy management control systems, general math, geometry, trigonometry, chemistry, biology, etc.</p> <p>Knowledge of applicable State and Federal laws and company policies and procedures.</p>
HVACR Technician 2 (23411)	2 – ALB	Hold current and maintain HVACR electrician card and refrigerant handling license in accordance with State or union rules.	<p>High school diploma or GED/TASC/HiSET with at least seven (7) years of job-related experience or a bachelor's degree in a related field with at least five (5) years of job-related experience and specific training and thorough knowledge in the particular area of HVACR maintenance and installation, plus a broad knowledge of other disciplines such as energy management control systems, general math, geometry, trigonometry, chemistry, biology, etc.</p> <p>Knowledge of applicable State and Federal laws and company policies and procedures.</p>
<p>HVAC Mechanic (Research Facility), 23411</p> <p>*WV CBA: HVACR Technician 3</p>	3 - MGN	Hold current and maintain HVACR electrician card and refrigerant handling license in accordance with State or union rules.	<p>High school diploma or GED/TASC/HiSET with at least ten (10) years of job-related experience or a bachelor's degree in a related field with at least eight (8) years of job-related experience and specific training and thorough knowledge in the particular area of HVACR maintenance and installation, plus a broad knowledge of other disciplines such as energy management control systems, general math, geometry, trigonometry, chemistry, biology, etc.</p> <p>Knowledge of applicable State and Federal laws and company policies and procedures.</p>

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HVAC Mechanic (Research Facility), 23411 *WV CBA: HVACR Technician 4	2 – MGN	Hold current HVACR electrician card and refrigerant handling license in accordance with State or union rules.	High school diploma or GED/TASC/HiSET with at least fifteen (15) years of job-related experience or a bachelor's degree in a related field with at least thirteen (13) years of job-related experience and specific training and thorough knowledge in the particular area of HVACR maintenance and installation, plus a broad knowledge of other disciplines such as energy management control systems, general math, geometry, trigonometry, chemistry, biology, etc. Knowledge of applicable State and Federal laws and company policies and procedures.
IT Specialist/Programmer	1 - MGN	Bachelor's degree or three (3) years of work experience related to database and software analysis, design, development, implementation, testing, and maintenance.	At least six (6) years of work experience related to database and software analysis, design, development, implementation, testing, and maintenance.
Janitor 11150	12.4 - PGH	N/A	High school diploma or GED/TASC/HiSET with at least two (2) years of job-related experience or equivalent.
Janitor, Lead 11150	1 - PGH	At least five (5) years of job-related experience.	High school diploma or GED/TASC/HiSET with at least five (5) years of job-related experience or equivalent. The Lead Janitor will assist the grounds/janitorial supervisor in coordinating, providing leadership to, and reviewing the work of assigned janitorial staff. The Lead Janitor will also interface with customers on a regular basis and monitor customer feedback and advise on a broad range of issues related to products/services being delivered.
Janitor, Heavy Duty	1.10 - PGH	Must be able to perform scaffold and high lift work, stripping and waxing floors, carpet shampooing, work on ladder over 8 feet, heavy trash removal (over 50 lbs.).	High school diploma or GED/TASC/HiSET with at least two (2) years of job-related experience or equivalent.

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Laboratory Technician 30210	6.8 - ALB	Hold and maintain current certification and/or licenses required by State or local authorities.	High school diploma or GED/TASC/HiSET and at least five (5) years of job-related experience or a bachelor's degree in a related field with at least three (3) years of job-related experience and specific training and thorough knowledge in the particular area of stationary equipment operation, maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.
Laborer/Recycler, 11180	1 - PGH	Must have a valid U.S. driver's license. Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or currently covered under a high-risk insurance policy, etc.).	High school diploma or GED/TASC/HiSET with at least two (2) years of job-related experience or equivalent.
Maintenance Machinist 23550	1 – ALB 2 - MGN	High school diploma or GED/TASC/HiSET and at least five (5) years of job-related or equivalent experience. Capabilities in programming and operating computer numerically controlled equipment.	Vocational/technical training beyond high school with at least five (5) years of job-related or equivalent experience. Proficient in programming and operating computer assisted milling equipment.
Mechanic, Operator	4 - PGH	High School diploma, GED/TASC/HiSET, or equivalent training, education and/or experience in discipline to be utilized.	Vocational/technical training beyond high school with at least five (5) years of job-related experience in discipline to be utilized or equivalent experience of appropriate certification.
Mechanical Quality Specialist	1 - ALB	At least three (3) years of job-related experience in a Quality Control environment or other related position.	Bachelor's degree in related field.
Mobile Equipment Servicer 05110 *PGH CBA - Auto Mechanic *WV CBA - Mobile Equipment Repair Technician	1 – ALB 1 – MGN 1 - PGH	Must have a valid U.S. driver's license. Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or currently covered under a high-risk insurance policy, etc.).	High school diploma, GED/TASC/HiSET, and/or related vocational/technical training. Working knowledge of diagnostic equipment and associated computer software.

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O&M Supervisor	1 – ALB 1 – MGN 1 – PGH	Bachelor’s degree in engineering or related scientific field with at least ten (10) years of job-related experience, or 20 years of operations and maintenance-related experience.	Bachelor’s degree in engineering or related scientific field with at least fifteen (15) years of job-related experience.
Operations Supervisor	1 - MGN	High school diploma or GED/TASC/HiSET and at least five (5) years of job-related experience.	Vocational/technical training beyond high school with at least ten (10) years of job-related or equivalent experience. Working knowledge of computerized maintenance management systems (CMMS) software.
Physician	0 – ALB* 0 – MGN * 0 – PGH * * Position (and associated costs) historically provided as a subcontract.	Medical Doctorate degree. Board certified by the State(s) in which the physician practices.	Five (5) years of occupational health-related experience or equivalent.
Pipefitter/ Plumber, Lead	1 - PGH	High school diploma or GED/TASC/HiSET. Qualified journeyman in accordance with State or union rules.	Qualified journeyman in accordance with State or union rules.
Plumber, Maintenance 23810 *PGH CBA: Pipefitter/ Plumber	1 - ALB 1 - PGH	Qualified journeyman in accordance with State or union rules.	High school diploma or GED/TASC/HiSET.
Program/Contract Manager	1 – OVERSEE ALL SITES (e.g. ALB, MGN, & PGH)	Bachelor’s degree in a scientific, engineering, or business field with more than fifteen (15) years of related work experience in the management of research, development, demonstration, or commercial programs, projects, and facilities; more than seven (7) years of consecutive experience in managing diverse and integrated work forces (e.g., professionals, engineers, scientists, technicians, craftsmen, etc.).	Master’s degree in a scientific, or engineering field with more than twenty (20) years of related work experience in management of a diversified workforce and geographically dispersed work environment.
Project Manager	1 - MGN 1 - PGH	Bachelor’s degree and at least five (5) years of job-related experience in resource-loaded scheduling and project management (i.e., Primavera).	Training Certification from PMI or similar organization related to project management.

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Property Control Specialist 3	1 - MGN	High school diploma or GED/TASC/HiSET and at least three (3) years of inventory control or related work experience.	At least five (5) years of inventory control or related work experience.
Property Control Specialist 4	1 – ALB 1 - MGN	High school diploma or GED/TASC/HiSET and at least five (5) years of inventory control or related work experience.	At least seven (7) years of inventory control or related work experience.
Property Supervisor	1 - MGN	High school diploma or GED/TASC/HiSET and at least five (5) years of experience in warehouse operations, property management, inventory control, or related work experience. Knowledge of property management system.	At least ten (10) years of job-related experience or equivalent. Working knowledge of inventory control software and purchasing/receiving software. Knowledgeable of applicable State and Federal laws, regulations, site procedures, and company policies and procedures.
QA SME	1 - PGH	Bachelor’s degree and at least five (5) years of job-related experience; or six (6) years of satisfactory performance as a Level II in the corresponding inspection or test category or class. Capable of evaluating the adequacy of specific programs used to train and certify inspection and test personnel.	At least twelve (12) years of job-related experience.
Quality Specialist	4 - MGN	Two (2) years of job-related experience in equivalent inspection or testing activities; or high school diploma and six (6) months of job-related experience in equivalent inspection or testing activities; or completion of college level work leading to an associate degree in a related discipline plus three (3) months of job-related experience in equivalent inspection or testing activities. Capable of performing and documenting the results of inspections or tests that are required to be performed in accordance with documented procedures, acceptance	One year of satisfactory performance as a Level I in the corresponding inspection or test category or class; or high school diploma plus three (3) years of job-related experience in equivalent inspection or testing activities; or completion of college level work leading to an associate degree in a related discipline plus one (1) year of job-related experience in equivalent inspection or testing activities; or graduation from a four (4)-year college plus six (6) months of job-related experience in equivalent inspection or testing activities. Capabilities in planning inspections and tests; setting up tests, including preparation and setup of related

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		standards, and/or written industry practices.	equipment; in supervising or maintaining surveillance over the inspections and tests; certifying lower level personnel; and in evaluating the validity and acceptability of inspection and test results.
Quality Specialist II	1 - ALB	<p>One year of satisfactory performance as a Level I in the corresponding inspection or test category or class; or high school diploma plus three (3) years of job-related experience in equivalent inspection or testing activities; or completion of college level work leading to an associate degree in a related discipline plus one (1) year of job-related experience in equivalent inspection or testing activities; or graduation from a four (4)-year college plus six (6) months of job-related experience in equivalent inspection or testing activities.</p> <p>Capabilities in planning inspections and tests; setting up tests, including preparation and setup of related equipment; in supervising or maintaining surveillance over the inspections and tests; certifying lower level personnel; and in evaluating the validity and acceptability of inspection and test results.</p>	At least five (5) years of job-related experience.
R&D Manager	1 – OVERSEE ALL SITES (e.g. ALB, MGN, & PGH)	Bachelor’s degree in a scientific, engineering, or business field with more than fifteen (15) years of related work experience in the management of research, development, demonstration, or commercial programs, projects, and facilities; more than seven (7) years of consecutive experience in managing diverse and integrated work forces (e.g., professionals, engineers, scientists, technicians, craftsmen, etc.).	Advanced degree in a scientific, or engineering field with more than twenty (20) years of related work experience in the management of multi-million dollar research, development, demonstration, or commercial programs, projects, and facilities; more than ten (10) years of consecutive experience in managing diverse and integrated work forces (e.g., professionals, engineers, scientists, technicians, craftsmen, etc.)
R&D Technician	4 - PGH	Vocational/technical training beyond high school and at least five (5) years of job-related experience or equivalent.	At least seven (7) years of job-related experience or equivalent.

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
R&D Technician, Lead	1 - PGH	Vocational/technical training beyond high school and at least seven (7) years of job-related experience or equivalent.	At least ten (10) years of job-related experience or equivalent.
Registered Nurse II 12312 Occupational Safety and Health Nurse 2	2 – MGN 0.5 - PGH	Bachelor's degree in Nursing from an accredited nursing program. RN license in the State(s) in which the RN practices.	At least five (5) years of occupational health-related experience or equivalent.
Registered Nurse III 12314	1 – MGN 1.5 - PGH	Bachelor's degree in Nursing from an accredited nursing program. RN license in the State(s) in which the RN practices.	Master's degree in Nursing or other health-related field. At least ten (10) years of occupational health-related experience or equivalent.
Research Maintenance Machinist	0.75 - PGH	High school diploma or GED/TASC/HiSET and at least five (5) years of job-related or equivalent experience. Capabilities in programming and operating computer numerically controlled equipment.	Vocational/technical training beyond high school with at least five (5) years of job-related or equivalent experience. Proficient in programming and operating computer numerically controlled equipment.
Research Maintenance Technician	1 - PGH	High school diploma or GED/TASC/HiSET and at least three (3) years of job-related experience, specific training and research maintenance. Knowledge of applicable state and Federal laws and company policies and procedure.	At least five (5) years of job-related experience, specific training and research maintenance, and a broad knowledge of other disciplines such as general math, geometry, etc.
SARS Supervisor	1 - MGN	Bachelor's degree in an ES&H or ES&H-related field (e.g., safety, environmental science, engineering, chemistry, biology or other science-related field) and at least seven (7) years of job-related experience.	At least fifteen (15) years of ES&H-related experience including supervision.
Scheduler, Maintenance 01300 Planner/Scheduler	2 – ALB 3 – MGN 3 - PGH	High school diploma or GED/TASC/HiSET. Working knowledge of computerized maintenance management systems (CMMS) software.	Vocational/technical training beyond high school with at least five (5) years of job-related or equivalent experience.
Scientist 4	1 - MGN	Bachelor's degree in a science or science-related field (e.g., biology, chemistry, economics, geology, mathematics, physics).	At least eight (8) years of job-related experience, or a master's degree and three (3) years of job-related experience, or a Ph.D.

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
Secretary 01310 *PGH CBA: Unit Secretary	1 - PGH	High school diploma or GED/TASC/HiSET. Experience using MS Office products (i.e., Word, Excel, PowerPoint).	Associate degree with at least four (4) years of job-related experience.
Shuttle Bus Driver (Van Driver) 31290 *PGH CBA: Truck Driver	1 - PGH	Must have a valid U.S. driver's license. Hold and maintain current Certification in Cardio Pulmonary Resuscitation (CPR). Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or currently covered under a high-risk insurance policy, etc.).	High School diploma or GED/TASC/HiSET and at least five (5) years of job-related experience.
Stationary Engineer Technician 2	1 - MGN	Hold and maintain current certification and/or licenses required by State or local authorities.	High school diploma or GED/TASC/HiSET and at least five (5) years of job-related experience or a bachelor's degree in a related field with at least three (3) years of job-related experience and specific training and thorough knowledge in the particular area of stationary equipment operation, maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.
Stationary Engineer 25070 *WV CBA: Stationary Engineer Technician 3	7 - MGN	Hold and maintain current certification and/or licenses required by State or local authorities.	High school diploma or GED/TASC/HiSET with at least ten (10) years of job-related experience or a bachelor's degree in a related field with at least eight (8) years of job-related experience and specific training and thorough knowledge in the particular area of stationary equipment operation, maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.
Stationary Engineer 25070 *WV CBA: Stationary Engineer Technician 4	5 - MGN	Hold and maintain current certification and/or licenses required by State or local authorities.	High school diploma or GED/TASC/HiSET with at least fifteen (15) years of job-related experience or a bachelor's degree in a related field with at least thirteen (13) years of job-related experience and specific training and thorough knowledge in the particular area of stationary equipment operation,

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
			maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc.
Stationary Engineer 25070 *WV CBA: Stationary Engineer Technician 5, Lead	1 - MGN	Hold and maintain current certification and/or licenses required by State or local authorities.	High school diploma or GED/TASC/HiSET with at least twenty (20) years of job-related experience or a bachelor's degree in a related field with at least eighteen (18) years of job-related experience and specific training and thorough knowledge in the particular area of stationary equipment operation, maintenance and installation, plus a broad knowledge of other disciplines such as general math, geometry, electronics, etc. The Lead Stationary Engineer/Stationary Engineer Technician will assist the Maintenance supervisor in coordinating, providing leadership to, and reviewing the work of assigned maintenance staff. The Lead Stationary Engineer/Stationary Engineer Technician will also interface with customers on a regular basis and monitor customer feedback and advise on a broad range of issues related to products/services being delivered.
Storeroom Attendant 1	2 - MGN	Maintain valid U.S. driver's license. Must have the ability to attain site specific, forklift operator certification. Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or currently covered under a high-risk insurance policy, etc.).	High school diploma or GED/TASC/HiSET and one (1) year of shipping/receiving, inventory control, or related work experience. Working knowledge of inventory control software.
Storeroom Attendant 2 21210	1 - ALB 1 - MGN	Maintain valid U.S. driver's license. Must have the ability to attain site specific, forklift operator certification. Demonstrate good driving record (no significant violations such as DUI, loss of license, inability to obtain personal insurance or	High school diploma or GED/TASC/HiSET and three (3) years of shipping/receiving, inventory control, or related work experience. Working knowledge of inventory control software.

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
		currently covered under a high-risk insurance policy, etc.).	
Supervisor, Engineering	1 - MGN	Bachelor's degree in engineering and at least five (5) years of job-related experience. Must have Professional Engineer license.	At least fifteen (15) years of job-related or equivalent experience or a master's degree or Professional Engineering Qualification and twelve (12) years of job-related experience. Working knowledge of computerized maintenance management systems (CMMS) software and CAD software experience.
Supervisor, Grounds and Janitorial	1 - PGH	High school diploma or GED/TASC/HiSET with at least five (5) years of job-related experience.	Vocational/technical training beyond high school with at least ten (10) years of job-related or equivalent experience.
Supervisor, Maintenance	2 - MGN 2 - PGH	High school diploma or GED/TASC/HiSET with at least five (5) years of job-related experience.	Vocational/technical training beyond high school with at least ten (10) years of job-related or equivalent experience. Working knowledge of computerized maintenance management systems (CMMS) software.
Training Specialist	1 - MGN	Associate degree in education or instructional design.	At least two (2) years of instructor-led adult-level training experience in the classroom environment.
Warehouse Specialist 21410	1 - ALB	Must have the ability to attain site specific, forklift operator, DOT (49 CFR - Hazardous Material Transportation), Quality Assurance/Quality Control certification.	High school diploma or GED/TASC/HiSET with at least one (1) year experience in warehouse operations, property management, inventory control, or related work experience. Working knowledge of purchasing/receiving software. Knowledge of applicable State and Federal laws and company policies and procedures.
Warehouse Supervisor	1 - MGN	High school diploma or GED/TASC/HiSET and at least five (5) years of experience in warehouse operations, property management, inventory control, or related work experience.	Bachelor's degree in a logistics-related emphasis or ten (10) years of experience in warehouse operations, property management, inventory control, or related work experience. Working knowledge of purchasing/receiving software.

Labor Category	Historical Allocation (FTE/Location)	Minimum Qualification(s)	Preferred Qualification(s)
			<p>Knowledge of applicable State and Federal laws and company policies and procedures.</p> <p>Must have the ability to attain site specific, forklift operator, DOT (49 CFR - Hazardous Material Transportation), Quality Assurance/Quality Control certification.</p>
Welder	3 - MGN 1 - PGH	<p>Vocational/technical training beyond high school and five (5) years of experience.</p> <p>Certification in welding from American Welding Society (AWS) ASME Section IX and AWS D1.1 for: (1) Carbon Steel, Process SMAW and GMAW, All Positions, and (2) Stainless Steel, Process SMAW and GTAW All Positions.</p>	<p>Vocational/technical training beyond high school and ten (10) years of experience. Experience in exotic alloys.</p>
Wellness Coordinator/Fitness Instructor	1 - PGH	<p>Bachelor's degree in fitness or wellness-related field (e.g., exercise physiology or strength and conditioning). Knowledgeable of ACSM guidelines.</p>	<p>At least five (5) years of fitness-related experience. American College of Sports Medicine (ACSM) Group Exercise Instructor or Personal Trainer Certification.</p>