These positions focus on leading and developing, advancing and applying science, engineering and technology to innovate and deliver research and engineering solutions to the overall laboratory mission. Involves fundamental research, discovery, design, and the development of solutions that advance the state of the art.

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### SLAC Engineering Staff

#### Career Track Leveling Matrix (June 2017)

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<thead>
<tr>
<th>Staff Engineer 1</th>
<th>Staff Engineer 2</th>
<th>Staff Engineer 3</th>
<th>Staff Engineer 4</th>
<th>Senior Staff Engineer</th>
<th>Distinguished Staff Engineer</th>
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<td>Discipline Authority, Laboratory Leader</td>
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</table>

#### Summary

| Entry-level career position for a developing professional with a solid knowledge within a field of specialty, typically with a BS or MS or equivalent in science, engineering or other technical specialties from an accredited college or university with minimal relevant experience. Works as an individual contributor under the general direction of higher level staff, following established practices and choosing appropriate conventional methods. Completes assigned tasks, which are generally well defined and limited in complexity. | Entry-level for a recent Ph.D. graduate or postdoctoral fellow or equivalent experience, or level for continuing career position for fully functioning and independent technical professional. Works with senior staff and independently applies advanced principles, theories and concepts to attain the goals of technical or research projects. | Experienced professional with technical expertise, capable of leading independent research, technologies, design, or facilities operations. Consistently demonstrates creativity and ingenuity required to remain at the scientific and technological forefront. Contributes ideas for proposals and program development opportunities, often in a collaborative setting. Typically has full responsibilities for specific areas of research, technologies, design, or facility operations; may have own research or technology project(s) as well. | Professionals having research or engineering distinction within primary discipline, with the ability to develop programs that contribute to achievement of the Laboratory Agenda. Demonstrates ability to support acquisition, external/programmatic funding. Leads teams of research and engineering professionals and technical support staff with full responsibilities for broad areas of research or technologies, design, or facilities operations. Develops and implements mission critical systems that are essential to meeting the scientific and operational goals of the Laboratory. | Individuals with national and/or international recognition for their research or engineering accomplishments. Leads major research or engineering development activities with Laboratory-wide impact. Manages complex and interdisciplinary research or engineering projects and/or operations. Demonstrated ability to fund own research, project teams, and initiatives. Acts as a program or project leader who directs others and sets research or engineering vision and strategy. | Internationally recognized for an extraordinary body of research or engineering work and contribution to the field and Lab. Generates and leads Laboratory research and engineering programs with wide latitude for action or decision within the SLAC Agenda. Responsible for developing a significant block of funded projects or programs in new areas of research and engineering that set a component of the agenda for SLAC long-term strategic goals. Acts as a program or project leader who directs others and sets research or engineering vision and strategy. |

#### Knowledge and Expertise

| Good understanding and the ability to interpret and apply fundamental theories, concepts, and practices within a field of specialty to well-defined assignments of limited scope. Verbal and written communication skills necessary to collaborate in a team environment. Ability to give presentations at discipline-specific or project meetings. | Demonstrated expertise in technical area(s). Demonstrated ability to utilize scientific, engineering or technical expertise to solve problems, complete projects, and advance knowledge in area of expertise. Applies advanced principles, theories, and concepts and contributes to the development of advancements. Contributing professional who is building a reputation for technical expertise. Has the ability to present findings at national meetings. Proficient verbal and written communication skills necessary to collaborate in a team environment. Contributes to reports, presentations, and concept papers. Demonstrates ability to contribute to new theories, methods, and tools with creativity and innovation. | Demonstrated technical expertise in a broad field of knowledge for multiple applications and has demonstrated a full grasp of related disciplines. Demonstrated ability to lead independent research, technologies, design, or facility operations. Established ability to contribute to new theories, methods, tools, and field advancements with creativity and innovation. Demonstrated record of achievement in publications, reports, intellectual property (IP), and technical products. Advanced verbal and written communication skills necessary to collaborate in a team environment. Contributes to and authors articles, reports, presentations, and concept papers. | Demonstrates technical expertise in a broad field of knowledge for multiple applications and has demonstrated a full grasp of related disciplines. Demonstrated ability to lead independent research, technologies, design, or facility operations. Established ability to contribute to new theories, methods, tools, and field advancements with creativity and innovation. Demonstrated record of achievement in publications, reports, intellectual property (IP), and technical products. Advanced verbal and written communication skills necessary to collaborate in a team environment. Contributes to and authors articles, reports, presentations, and concept papers. | Consistently demonstrates advanced technical level of technical knowledge, ingenuity, and creativity. Advances technical knowledge or technologies. Demonstrates ability to plan the implementation and execution of new or existing projects or programs. Demonstrated ability to fund own research, project teams, and initiatives. Acts as a program or project leader who directs others and sets research or engineering vision and strategy. | Consistently demonstrates advanced technical level of technical knowledge, ingenuity, and creativity. Advances technical knowledge or technologies. Demonstrates ability to fund own research, project teams, and initiatives. Acts as a program or project leader who directs others and sets research or engineering vision and strategy. | Innovates, develops, and applies advanced technical principles, theories, concepts, and highly advanced technologies. Defines research and engineering frontiers and directions. Recognized as an international authority in field of specialty. Champions, leads, and develops long range positions and strategy on programs, research or engineering direction, and technologies that have broad impact. Extensive body of research, development, or applied work that is internationally acknowledged to have defined major advancements in research or engineering. Expert communication and collaboration skills to influence and advise executive and external policy makers. |}
May direct the work of technical support staff or students. Work is reviewed while in progress for accuracy and soundness of judgment.

May lead specific tasks within technical or research projects to meet research or engineering goals, technical scope, schedule and/or budget.

Effectively collaborates with peers.

Ability to build effective small teams and to actively mentor junior staff.

May manage moderate technical or research projects and major project subtasks. Integrates intellectual and scientific, engineering, and technical capabilities of work teams.

Provides effective technical leadership on multiple or significant projects that may involve several capabilities and organizations.

May coordinate research and technical development activities at Laboratory user facilities.

Provides effective technical leadership on multiple or significant projects that may involve several capabilities and organizations.

Directs cross-disciplinary research engineering and technical performance of groups or teams, including collaborations outside of the Laboratory.

Contributes to the completion of milestones associated with specific projects and technical products to accomplish the Laboratory’s goals.

Contributes to scientific, engineering, and technical content of proposals.

Contributes to laboratory reputation and the success of its facilities through excellent performance on research and engineering projects.

Generates and develops ideas and implements plans for new and significant program opportunities. Leads development of technical sections of large proposals.

Demonstrates ability to acquire external/programmatic funding.

Develops and leads major upgrades or implements innovative solutions that have significant impact on the performance and reliability of the Laboratory’s programs and facilities.

Contributes to the development and implementation of major upgrades. May serve as technical lead for a project component.

Contributes to the development and alignment of new programs to priorities and mission.

Contributes to the progress and milestones of specific projects or programs. Errors may cause delays in schedule and can normally be overcome without significant impact on the project or organization.

Contributes to milestones on multiple projects or programs with well-defined priorities or specific programmatic objectives. Errors or erroneous decisions would have a negative impact and may require additional resources to correct and achieve project goals.

Contributes to goal setting, planning, and overall direction including the development of new proposals and program development opportunities. Work involves complex problems with multiple tasks requiring prioritization. Errors or erroneous decisions or failure to meet project/program deliverables may result in a reduced ability of the organization to reach crucial objectives and may have a substantial adverse impact or result in the expenditure of substantial resources.

Provides leadership identifying, promoting, and developing new and core Laboratory capabilities, influencing and establishing Lab strategies to ensure alignment of new programs to priorities and mission.

Work involves a diverse range of complex parallel tasks requiring resolution of conflicting requirements and prioritization to achieve long range targets. Errors or erroneous decisions or failure to meet project/program deliverables result in the long-term inability to reach key Lab objectives and result in the expenditure of substantial resources.

Develops solutions to complex problems that represent a breakthrough in research, engineering or technology and define new levels of the state of the art that enable new frontiers of facilities and/or experiments at the Laboratory.

Develops solutions to complex problems that represent a breakthrough in research, engineering or technology and define new levels of the state of the art that enable new frontiers of facilities and/or experiments at the Laboratory.

 Defines new levels of the state of the art that enable new frontiers of facilities and/or experiments at the Laboratory.

Conducts work that addresses broad national/international challenges, influences the national agenda for addressing problems, and leads the development of new strategic initiatives and expanded technical capabilities that will impact the future of the Laboratory.

Work consistently requires creativity and innovation, possibly requiring technology that may not yet exist, to achieve targeted goals. Errors or erroneous decisions or failure to meet project/program deliverables result in failure to reach goals crucial to significant Laboratory objectives and may significantly affect the success of the organization and may affect the image of the Laboratory.

Plays a major role in the definition and development of next generation research at the Laboratory as well as the operation and future development of existing facilities.

Responsible for developing a significant block of funded projects and programs in new areas of research and engineering that set a component of the agenda for SLAC’s long term mission related strategic goals.

Leads the development of significant new strategic initiatives with long-term implications.

Understands and influences Laboratory strategic and new directions to ensure alignment of new projects or programs to priorities and mission.

Responsible for developing a significant block of funded projects and programs in new areas of research and engineering that set a component of the agenda for SLAC’s long term mission related strategic goals.

Develops solutions to complex problems that represent a breakthrough in research, engineering or technology and define new levels of the state of the art that enable new frontiers of facilities and/or experiments at the Laboratory.

Contributions result in important research, engineering or technological advances with broad impact and international implication. Errors or erroneous decisions would have profound and prolonged consequences and impact on the Laboratory’s credibility.

Directorate Management

Directorate Management

Directorate Talent Committee Review & ALD approval

Directorate Talent Committee Review & ALD approval

ALD Nomination, Directorate & Lab-wide Talent Committee Review & Lab Director Approval

ALD Nomination, Directorate & Lab-wide Talent Committee Review, & Lab Director Approval